

SUMMARY

I am a critical social science scholar working in the area of cross-cultural management and organization with a special interest in knowledge from Africa. Currently working on projects on the development implications of China in Africa; on the cultural and enterprize implications of indigenous knowledge and practice in the informal economy in Africa in the age of social media; and, with an ongoing critical interest in the role of international development and NGO cross-cultural management.

I hold a bachelors degree in Social Anthropology with a minor in Political Science (Swansea University, UK), a masters in Education (University of Keele, UK), and a PhD in Organizational Psychology (Henley Management College/Brunel University, UK). I hold qualified teacher status having gained my PGCE at Keele University, and honed my teaching skills in further education before moving first to training consultancy within NatWest Bank and then into higher education.

I am Professor of Cross-Cultural Management at Middlesex University Business School, London. I am also an honorary visiting professor at Rhodes University, South Africa, and have held visiting professorships, inter alia, in the Department of Development Studies at Nelson Mandela Metropolitan University, Port Elizabeth, South Africa and at the Open University Business School, UK. I am an Associate and Advisory Board member of the Mediterranean Centre for Sustainable Development and Food Security, Athens, Greece.

I am editor-in-chief of the *International Journal of Cross Cultural Management* (London: Sage Publications) and have published numerous articles in the area of cross-cultural and international management of people and change: including comparative management ethics, management learning and in management in developing countries in journals including *Human Resource Management* (Wiley), *Human Relations*, *Journal of Management Studies*, *Journal of World Business*, *International Journal of Human Resource Management*, *Asia Pacific Journal of Management*, *Journal of Business Ethics*, and *Organization*. I have published eight books including *International Management Ethics: A Critical, Cross-cultural Perspective* (Cambridge University Press, 2011), *Management and Change in Africa: A Cross-Cultural Perspective* (London: Routledge, 2004) and *International HRM: A Cross-cultural Approach* (London: Sage, 2002) which I am currently revising for a second edition.

Over the last 20 years I have focused my work on Africa. This has included a Danish Foreign Ministry and Paris Chamber of Commerce funded research project directing 20 colleagues over 15 African countries on the management of people and change; a Dutch Ministry of Foreign Affairs funded project in South Africa on local and international NGOs; a UK Department of Education/British Council funded partnership with universities in South Africa and Botswana to research cross-cultural health service delivery in HIV/AIDS; and a British Academy funded project to further develop the methodology and conceptual underpinning of this research in South Africa.

I have been invited to present a number of keynote addresses at conferences (including South Africa National Development Studies conference 2010; Leadership and Management Studies in sub-Saharan Africa conference, Accra, Ghana, July 2008, and at University of Cape Town, South Africa, Nov 2010, as well as invitations to present at AoM Africa caucus 2010, 2012) and invited university seminars on Cross-cultural Management in Africa, more recently on the organizational implications of China in

Africa, and on the informal economy in Africa and its development implication (including Rotterdam School of Management, 2011, Open University Business School, 2011).

Prior to joining Middlesex University I was at ESCP-EAP European School of Management (Paris-London-Berlin-Madrid-Turin – now ESCP-Europe) based at the UK campus. Prior to this I was Manager, Group Training Consultancy, Personnel Division, National Westminster Bank (NatWest) Group. I have also worked in the UK Civil Service and in further education (I am a qualified teacher with post-graduate training). I have consulted to a number of international organizations including Oxfam, 3Com Europe, ASEA Brown Boveri, Thomson-CSF, and to International NGO Training and Research Centre (INTRAC) in International NGO people capacity building, and have a particular interest in the transfer of management training and education across cultures.

I actively blog on my research (over 17,000 hits) and maintain an active Twitter account. I also contribute to *The Conversation* (one article gaining 18,600 reads), and to the LSE Africa blog.

CONTACT DETAILS

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ACADEMIC QUALIFICATIONS

B.SC.ECON(HONS). Social Anthropology (minor: Political Science), University of Swansea, June 1974.

P.G.C.E: POST GRADUATE CERTIFICATE IN EDUCATION (qualified teacher status). Specialising in Social and Communication Skills in Further Education. University of Keele. June 1978.

M.A. Management Education. By research. Thesis: *Development of Interpersonal Skills in Business and Management*, Department of Education, University of Keele. 1984.

PH.D. Organizational and Work Psychology. Thesis: *Understanding Management Performance: An Interpretive Approach to Analysis and Measurement*. Henley Management College/Brunel University. Supervisor: Professor Victor Dulewicz; External examiner Professor Stephen Poppleton. 1993.

CURRENT POSITION

Middlesex University Business School

PROFESSOR OF CROSS CULTURAL MANAGEMENT. May 2005 – current date. With main duties of developing research, bidding for external funding, developing international research links, supervising masters and doctoral students. Department of International Management and Innovation, Research Leader, 2014-. I am committed to developing junior colleagues, working with a number of these on joint projects, and maintain a series of research and publication workshops.

PREVIOUS POSITIONS

ESCP-EAP EUROPEAN SCHOOL OF MANAGEMENT (PARIS-LONDON-BERLIN-MADRID-TURIN)

Based at ESCP-EAP European School of Management, London (the UK campus moved from Oxford to London in October 2004). A Graduate Management School, rated in the Financial Times Top 50 Business Schools, with AACSB, EQUIS and AMBA accreditation. Now called ESCP-Europe.

SENIOR LECTURER/ASSOCIATE PROFESSOR in Organizational Behaviour and Cross-Cultural Management. 1989-1999

DIRECTOR, CENTRE FOR CROSS CULTURAL MANAGEMENT RESEARCH and co-ordinator for academic research UK Campus. 1994-2005

CHAIR, Human Resource Management and Organization international faculty group. 1995 – 1999

RESEARCH COORDINATOR, UK campus, and member International Research Management Committee, 1995-2000

PROFESSOR (on amalgamation of the two schools EAP and ESCP). 1999-2005

National Westminster Bank PLC

GROUP TRAINING AND DEVELOPMENT ADVISER, AND MANAGER, GROUP TRAINING CONSULTANCY. Project and internal consultancy assignments ranged throughout the Group including subsidiary companies, involving interventions at strategic and operational levels, and working with executives to general management and subsidiary chief executive levels.

Areas of the finance industry covered included: retail banking, international banking, specialist banking (Coutts and Co), Information Technology and change management, securities (Natwest Stockbrokers Ltd), insurance (Natwest Insurance Services Ltd), accounting and financial control, project architecture and surveying (Premises Division), Organisation and Methods, marketing, and offshore banking. 1986-1989

Oxford College, UK

LECTURER IN BUSINESS AND MANAGEMENT STUDIES. Responsible for teaching interpersonal and management skills to a range of business and management students at all levels, ranging from short courses to two-year business programmes. Developed a range of management training workshops for local managers in Interpersonal Skills. I developed a range of skills activities. Together with my research for my Master's degree these activities were subsequently published as *Fifty Activities For Developing Management Skills, Vol. 4*, by Gower (1990); translated and published in Indonesia (1991) and published in the United States (HRD Press 1992) 1980-1986.

Plymouth College, Devon, UK

LECTURER IN COMMUNICATION responsible for interpersonal, communication and management skills development throughout a range of professions including engineering, hotel catering, maritime, general business and management occupations. 1978-1980

HM Inspector of Taxes, UK.

TAX OFFICER HIGHER GRADE with supervisory management responsibility. Technical training and duties concerning the computation of liability for personal, business and corporate taxation. 1974-1977

VISITING ACADEMIC POSITIONS AND PROGRAMMES

RHODES UNIVERSITY, SOUTH AFRICA, DEPARTMENT OF MANAGEMENT. **Distinguished Visiting Professor**, in residence February – March 2009; **Visiting Professor**, 2010 – ongoing.

NELSON MANDELA METROPOLITAN UNIVERSITY, SOUTH AFRICA, DEPARTMENT OF DEVELOPMENT STUDIES **Visiting Professor**. 2007 – ongoing

OPEN UNIVERSITY, UK. **Visiting Research Professor, Open University Business School**. July 2011 - 2016

ROEHAMPTON UNIVERSITY. Invited research seminar presentation on China in Africa, 21 May 2014.

ROTTERDAM SCHOOL OF MANAGEMENT, ERASMUS UNIVERSITY, THE NETHERLAND. Visiting scholar, presenting research seminars for faculty and doctoral students on Africa and cross-cultural management. November 2004, September 2009, January 2011.

BRUNEL UNIVERSITY BUSINESS SCHOOL, invited research seminar presentation on management in Africa and its relevance to cross-cultural management scholarship , May 2009.

NELSON MANDELA METROPOLITAN UNIVERSITY, BUSINESS SCHOOL. presenting a management lecture on Management and Change in Africa. June 2004, and MBA programme, Business School, 2006.

UNIVERSITY OF STELLENBOSCH, GRADUATE SCHOOL OF BUSINESS, Cape Town. Visiting scholar in Cross-cultural Management. July/August, 2000 and April 2004.

UNIVERSITY OF CINCINNATI, CENTRE FOR GLOBAL BUSINESS. Visiting Fellow. Funded by US federal government through competitive MBA global bids fellowships. March 2000. Taught two modules on Cross-cultural International OB and HRM.

OXFORD BROOKES UNIVERSITY BUSINESS SCHOOL. Visiting Research Fellow in cross-cultural management. Fractional position 1999-2001

BRITISH COUNCIL Visiting Scholar, **Zimbabwe Institute of Management and University of Zimbabwe**. To deliver managers' workshop 'Cross-cultural Management: the Key to Managing People and Change in Africa', Harare and Bulawayo, October 1998.

UNITED NATIONS DEVELOPMENT PROGRAMME/COMMONWEALTH SECRETARIAT. Principal invited speaker on Cross-cultural Management and Developing African Managers, **African Management Forum**, Harare, Zimbabwe, May 1998.

UNIVERSITY OF CAPE TOWN, GRADUATE SCHOOL OF BUSINESS. Visiting scholar in Cross-cultural Management, April 1998 (presented paper on 'Cross-cultural Management Ethics' and April 2000 (presenting paper on 'Cross-cultural management in Africa').

UNIVERSITY OF ZIMBABWE, GRADUATE SCHOOL OF MANAGEMENT, Harare. Visiting scholar in cross-cultural management and external examiner for MBA programmes, 1998.

UNIVERSITY OF STELLENBOSCH, SCHOOL OF PUBLIC MANAGEMENT, Visiting academic in the Management of Change and Cross-cultural Management in the Public Sector. 1997 and 1998.

UNIVERSITY OF THE WESTERN CAPE, SCHOOL OF GOVERNMENT, Cape Town. French Government Department of Foreign Affairs Administrative Co-operation with South Africa, Visiting Scholar, 1996, 1997 and 1998.

TECHNICAL UNIVERSITY OF BRNO, FACULTY OF MANAGEMENT AND ECONOMICS, Zlin, Czech Republic. European Union TEMPUS project visiting academic in cross-cultural management. 1997

CHARLES UNIVERSITY, PRAGUE, Czech Republic, Association of Business Ethics visiting lecturer. Seminar on Cross-cultural Management Ethics. 1997.

UNIVERSITY OF HULL, Institute of Pacific Asia Studies. Visiting scholar. Research Seminar on Cross-cultural Management. 1997.

UNIVERSITY OF READING THE GRADUATE SCHOOL OF EUROPEAN AND INTERNATIONAL STUDIES, Centre for Euro-Asian Studies (previously Centre for Post-Soviet Studies), UK. Visiting Fellow in Cross-cultural Management. 1996-1998

JOINT MANAGEMENT DEVELOPMENT PROGRAMME, SOUTH AFRICA. Chambre de Commerce et d'Industrie de Paris combined graduate business schools and Black Management Forum/African Chambers of Commerce/Urban Foundation managers' seminars on People Development in a Cross-Cultural Environment. Johannesburg and Rustenburg, 1996.

THE CIVIL SERVICE COLLEGE, UK. Visiting lecturer in Organizational and Management Training. 1995-97.

CHARTERED INSTITUTE OF TRANSPORT/SALFORD UNIVERSITY, UK, Visiting lecturer on International Change Management, M.Sc. in Transport and Distribution, 1995.

GROUPE ESC RENNES, FRANCE (ECOLE SUPERIEURE DE COMMERCE). Visiting professor in International Management Ethics and Organisational Behaviour. 1992.

EUROPAISCHE WIRTSCHAFTSHOCHSCHULE, BERLIN (ESCP-EAP) programme leader for Management Ethics in International Business. 1991.

ESCUELA EUROPEA DE ADMINISTRACION DE EMPRESAS, MADRID (EACP-EAP). Examiner for European Research Project (masters) dissertations, programme leader for Management Ethics in International Business. 1991.

ECOLE EUROPEENNE DES AFFAIRES, PARIS (EACP-EAP). Seminar leader for Management Ethics in International Business and joint leader for faculty seminar on Research Methods, 1990-1991

ESCUELA SUPERIOR DE GESTION COMERCIAL Y MARKETING, VALENCIA AND MADRID (ESIC). Director of joint programme on European Management for final year undergraduate students, and teaching Organisational Behaviour and Research Methods. 1990.

HENLEY, THE MANAGEMENT COLLEGE. Research Associate in Occupational/Organisational Psychology, 1986 – 1993

CONSULTANCY AND OTHER APPOINTMENTS

VOLKSWAGEN GROUP, WOLFSBURG, GERMANY. Developed and delivered programme in International Corporate Ethics for executives. Delivered at Volkswagen corporate university: Dresden 2005; Wolfsburg 2006.

INTERNATIONAL NGO TRAINING AND RESEARCH CENTRE (INTRAC), OXFORD. Cross-cultural research/consultancy project to mainstream cross-cultural management within capacity building activities. 2004-5

LEXMARK INTERNATIONAL INC. Cross-cultural Research project on the paperless office across six European countries for The Red Consultancy, UK. May-June 2002.

ASSOCIATE CONSULTANT, ABB PROCON. Developing and delivering cross-cultural management development programmes focusing on transitional countries, mainly within the ABB group within Europe. 1997-1999.

CONSULTANT TO 3COM. A U.S. based international computer network company. Development of cross-cultural management development programmes across Europe. 1996-1998.

CONSULTANT/MANAGEMENT TRAINER TO THOMSON C.S.F. Major French multinational aerospace and electronics producer. Delivery of seminars in Change Management and Corporate Loyalty in cross-cultural/international context. 1996.

ADVISER TO UK, CIVIL SERVICE COLLEGE. The development and implementation of a programme on Evaluation in Training, and Cross-cultural Learning Strategies. 1994.

CONSULTANT TO OXFAM. An assessment programme on current and future management competencies in Oxfam Trading Division, for selection and management development. 1993.

CONSULTANT TO LOMBARD NORTH CENTRAL PLC (NATWEST GROUP). Developing and implementing a management development strategy at all levels of management throughout this consumer credit group of finance companies (contract for one-day a week for two years). 1989-1991.

MANAGEMENT DEVELOPMENT LEADER FOR HIGHLANDS COLLEGE, STATES OF JERSEY, CHANNEL ISLANDS. Developed and implemented a number of management training programmes, both tailor-made for National Westminster Bank, and public programmes for off-shore finance

industry, including a management personal development programme and provision and development of management mentors workshops. 1989-90.

CONSULTANT TO OXFORDSHIRE COUNTY COUNCIL PERSONNEL UNIT. Training needs of administrative trainees and implementation of self-development programme. 1985-1986.

PUBLICATIONS

BOOKS

Jackson, T. Louw, L., Boojihawon, D K and Fang, T. (Eds.) (2017) *Chinese Organizations in Sub-Saharan Africa: New Dynamics, New Synergies*, London: Routledge (In preparation)

Jackson, T. *International Management Ethics: A Critical, Cross-cultural Perspective*, Cambridge University Press, 2011.

Jackson, T. *Management and Change in Africa: A Cross-cultural Perspective*, London: Routledge, 2004

Jackson, T. *International HRM: A Cross-cultural Approach*, London: Sage, 2002. Chinese translation 2004; Second edition in preparation.

Jackson, T. *Cross-cultural Management* (ed.) Oxford: Butterworth-Heinemann, 1995

Jackson, T. *Organisational Behaviour in International Management*, Oxford: Butterworth-Heinemann. 1993

Jackson, T. *Measuring Management Performance: A Developmental Approach For Trainers and Consultants*, London: Kogan Page, 1991 (US edition: Nichols/GP publishing, New Jersey) (Spanish translation, 1992)

Jackson, T. *Fifty Activities For Developing Management Skills*, Vol. 4, Aldershot: Gower, 1990. (Indonesian Translation, 1991), (US edition: HRD Press, Amherst, MA, 1992)

Jackson, T. *Evaluation: Relating Training To Business Performance*, London: Kogan Page, 1989

ARTICLES IN PEER REVIEWED ACADEMIC JOURNALS

Jackson, T and Horwitz, F. (2017) Expatriation in Chinese MNEs in Africa: A Paradigm Shift? *International Journal of Human Resource Management* Accepted for publication (REF 2020 ABS 3*)

Jackson, T. (2015) Management studies from Africa: a cross-cultural critique, *Africa Journal of Management*, April 2015, 1(1), 78-88. DOI 10.1080/23322373.2015.994425

Jackson, T. (2014) Employment in Chinese MNEs: Appraising the Dragon's Gift to sub-Saharan Africa, *Human Resource Management.*, 53(6), 897-920, DOI:10.1002/hrm.21565 (SSCI impact factor: 1.516: REF 2020 ABS 4*)

Jackson, T., Louw, L. & Zhao, S. (2013) China in Sub-Saharan Africa: Implications for HRM Policy and Practice at Organizational Level, *International Journal of Human Resource Management*, 24(13): 2512-33. (SSCI impact factor: 1.043; ABS 3*)

Jackson, T. (2013) Reconstructing the Indigenous in African Management Research: Implications for International Management Studies in a Globalized World, *Management International Review*, 53(1):13-38. (SSCI impact factor: 1.043; ABS 3*)

Claeyé, F. and Jackson, T. (2012) The Iron Cage Re-revisited: Institutional Isomorphism in Non-profit Organisations in South Africa, *Journal of International Development*, 24(5), 602-22 (SSCI impact factor 0.878)

Jackson, T. (2012) Cross-cultural management and the informal economy in sub-Saharan Africa: implications for organization, employment and skills development, *The International Journal of Human Resource Management*, 23(14): 2901-16, (SSCI impact factor: 1.043; ABS 3*)

Jackson, T. (2012) Postcolonialism and Organizational Knowledge in the Wake of China's Presence in Africa: Interrogating South-South relations, *Organization*. 19(2): 181-204. (SSCI impact factor: 1.671; ABS 3*)

Jackson, T. (2011) From Cultural Values to Cross-cultural Interfaces: Hofstede Goes to Africa, *Journal of Organization Change Management*, 24(4): 532-58. (SSCI impact factor: 0.744). Emerald Outstanding Paper Award 2012.

Claeyé, F., & Jackson, T. (2011) Project delivery in HIV/AIDS and TB in Southern Africa: The cross-cultural management imperative. *Journal of Health Organization and Management*. 25(4): 469-86.

Jackson, T. (2011) Conceptualizing the cross-cultural gaps in managing international aid: HIV/AIDS and TB project delivery in Southern Africa, *International Journal of Health Planning and Management*, 26(2) 191–212. (SSCI impact factor 0.640)

Jackson, T. (2009) A Critical Cross-cultural Perspective for Developing Nonprofit International Management Capacity, *Non-Profit Management and Leadership*, 19(4): 443-66 (SSCI impact factor: 0.580)

Jackson, T., Amaeshi, K. & Yavuz, S. (2008) Untangling African Indigenous Management: Multiple influences on the success of SMEs in Kenya *Journal of World Business*, 43(3), 400-16. (SSCI impact factor: 2.383; ABS 3*)

Louw, L. & Jackson, T. (2008) Managing Culture and Change in South African Organizations: The Way Forward for Africa? *Africanus: Journal of Development Studies*, 38 (1), 29-42.

Jackson, T. & Haines, R. (2007) Cross-cultural management in South African NGOs, *South African Review of Sociology* 38(1), 85-98.

Jackson, T. and Kotze, E. (2005) Management and Change in the South African National Defence Force: A Cross-cultural Study, *Administration and Society*, 37(2), 168-98.

Jackson, T. (2002) The Management of People Across Cultures: Valuing People Differently, *Human Resource Management (Wiley: US)*, 41(4), 455-75.

Jackson, T. (2002) Reframing Human Resource Management in Africa: A Cross-cultural Perspective, *International Journal of Human Resource Management*, 13(7), 998-1018.

Jackson, T.(2001) Cultural Values and Management Ethics: A 10-Nation Study, *Human Relations*, 54(10), 1267-1302.

Jackson, T, et al (+ 11 authors) (2000) Making Ethical Judgements: A Cross-cultural Management Study, *Asia Pacific Journal of Management*, 17(3) 443-72.

Jackson, T. (2000) Management Ethics and Corporate Policy: a Cross Cultural Comparison, *Journal of Management Studies*, 37(3), 349-69.

Jackson, T.(1999) Managing Change in South Africa: People and Organizations, *International Journal of Human Resource Management*, 10(2), 306-326. 1999

Jackson, T. & Bak, M. (1998) Foreign Companies and Chinese Workers: Employee Motivation in the People's Republic of China, *Journal of Organizational Change Management*, 11(4), 282-300.

Jackson, T. & Calafell Artola, M. (1997) Ethical Beliefs and Management Behaviour: A Cross-cultural Comparison,, *Journal of Business Ethics*, 16, 1163-73.

Jackson, T. et al (1997) Management Ethics in Collectivist and Individualist Cultures, with M. Calafell Artola (Spain and Germany), J. Li (P R China), K F Lau, A Lo, K Yeung (Hong Kong), N Rohmetra (India), P Tidwell (Australia), *Euro Asia Journal of Management* (University of Macau), No. 12 January 1997, pp.49-62.

Jackson, T. (1995) European Management Learning: A Cross-cultural Interpretation of Kolb's Learning Cycle, *The Journal of Management Development*, Vol 14. No. 6, pp.42-50.

Jackson, T. (1993) Ethics and the Art of Intuitive Management: A Psychological Approach to Cultural Dilemmas and Everyday Management in International Business, *European Management Journal*, EAP 20th Anniversary Edition. 1993.

Jackson, T. (1990) Creating A Euro-Workforce: What are the real issues?, *European Management Journal*, Vol. 8, June 1990.

IN PROGRESS

(with Ekanem, I.) The impact of militancy on SMEs in developing countries: evidence from the Niger Delta. *African Affairs*

(with Osabutey, E). The impact on development of knowledge and technology transfer in Chinese MNEs in Africa: the Ghanaian case. *Journal of Development Studies*.

(with Basit, M. A.) An analysis of cultural influences on knowledge sharing: evidence from the health sector in Pakistan.

(with Soliman, S.) Informal firms in Africa's development in the age of social media.

CHAPTERS IN BOOKS

Jackson, T. (2017) Cross-cultural Management Ethics in Multinational Commerce, in Eugene Heath, Byron Kaldis, Alexei Marcoux (Eds.) **The Routledge Companion to Business Ethics**, London: Routledge.

Jackson, T. (2015) Cross-cultural Human Resource Issues in Emerging Markets, Chapter 4 in Frank Horwitz, and Pawan Budhwar, P. (Eds.) **Handbook of Human Resource Management in Emerging Markets**, Edward Elgar, pp. 42-67

Jackson, T. (2015) International HRM: A cross-cultural perspective, Chapter 9 in David G. Collings, Geoffrey Wood and Paula Caligiuri (Eds.) **Companion to International Human Resource Management**, Routledge, pp. 138-152

Jackson, T. (2012) Cultural values and management ethics: A 10 nation study, in Andrew Crane and Dirk Matten (Eds.) **New Directions in Business Ethics**, Sage 2012 (Feb).

Jackson, T. (2011) *Cross-cultural Studies*, in Adrian Wilkinson and Michael Barry (eds), **Handbook of Comparative Employment Relation**, Edward Elgar. Chapter 5, pp. 98-126

Jackson, T. & Claeys, F., (2011) Cross-Cultural Management and NGO Capacity Building, **Leadership in Nonprofit Organizations: A Reference Handbook**, Thousand Oaks, CA: Sage, Chapter 95.

Jackson, T. (2010) *Cross-cultural Organizational Psychology: An African Perspective*, in Kenneth D Keith (ed), **Cross-Cultural Psychology: A Contemporary Reader**, Wiley/Blackwell, Chapter 28, pp. 255-46.

Jackson, T. (2008) *Instead of International HRM: A Cross-cultural Perspective*, in Michael Muller-Camen, Richard Croucher & Susan Leigh (eds), **Human Resource Management: A Case Study Approach**, London: CIPD, 2008

Jackson, T. *Global Management Competences in Developing Countries*, in Henry Lane, Mark Mendenhall and Martha Maznevski (eds), **Handbook of Global Management**, Oxford: Blackwell, 2004.

Jackson, T. *Human Resource Management in Developing Countries*, in Harzing and Ruyseveldt (eds) **International Human Resource Management, 2nd Edition**, London: Sage, 2004.

Jackson, T. & Bak, M. *Foreign companies and Chinese workers: employee motivation in the People's Republic of China*, in U. Haley, **Strategic Management in the Asia Pacific: Harnessing Regional and Organizational Change for Competitive Advantage**, Oxford: Butterworth-Heinemann, 1999.

Jackson, T. *Wie lernen Manager? Zum Lernstil von Führungsnachwuchskraften in unterschiedlichen Kulturkreisen* (translated from the English) in R. Bruhl, H. Groenewald & J. Weitkamp (eds.), **Betriebswirtschaftliche Ausbildung und internationales Personalmanagement**, Wiesbaden: Gabler, 1998, pp. 213-27.

Jackson, T. *Ethics and the art of intuitive management* in T. Jackson (ed.), **Cross-cultural Management**, Oxford: Butterworth-Heinemann, 1995, pp. 192-209

CONFERENCE PAPERS

Jackson, T. (2017) Why does cross-cultural management studies ignore the Majority World? Indigeneity, geopolitical dynamics, diversity and the influence of new media, July 2017 **Critical Management Studies Conference**, Liverpool, UK

Jackson, T. (2013) *Cross-cultural management studies in a changing world: new dynamics, new synergies*, delivered as the keynote opening presentation at **Cultural Aspects of Cross-border Cooperation: Competencies and Capabilities, Annual Conference of the International Association of Cross-cultural Competences and Management**, June 20-22, 2013, Rotterdam School of Management, Erasmus University.

Jackson, T., Louw, L. & Zhao, S. (2011) *Chinese Organization and Management in Sub-Saharan Africa: Towards a Cross-cultural Research Agenda*, **The Seventh International Symposium on Multinational Business Management - Enterprise Management in a Transitional Economy and Post Financial Crisis**, June 5-6, 2011, Nanjing, China

Jackson, T. (2010) *Towards a new departure in cross-cultural management theory: why China's presence in Africa makes a difference*. **Leadership and Management Studies in Sub-Saharan Africa** conference Cape Town 22-24 Nov 2010. Refereed, and delivered as the opening keynote presentation. ISSN: 1177-3294.

Jackson, T. (2010) *Cross-Cultural Management in International Development in Africa*, **Development Studies Subject Conference: Teaching Development in the 21st Century**, 21-22 October 2010, Port Elizabeth, South Africa. Delivered as keynote presentation.

Jackson, T. (2010) *Sustainable Management in International Development and the Reinvention of Cross-cultural Management Studies*. Invited **Society for the Advancement of Management Studies/ Journal of Management Studies Conference on Sustainability**, Loughborough University, 27-29 September 2010.

Jackson, T. (2010) *Cross-cultural management and the informal economy in sub-Saharan Africa: implications for organization, employment and skills development*. **International Symposium on HRM and the Creation of Effective Organization in Africa**, Nottingham Business School, 13-14 September 2010.

Jackson, T., Louw, L. & Zhao, S. (2010) *China in sub-Saharan Africa: HRM implications*. **Bi-annual International HRM Conference**, Aston University 9-12 June 2010.

Jackson, T. (2008) *Management in Africa: The Cross-cultural Imperative*, invited keynote paper, **Leadership & Management Studies in Sub-Saharan Africa** conference, Accra, July 2008.

Jackson, T. (2008) *Cultural Values, Cultural Interfaces, Cultural Identities: Managing Health Projects in Southern Africa*, **The 11th International Society for the Study of Work and Organizational Values (ISSWOV) conference**, Singapore, June 2008.

Yavuz, S. & Jackson, T. (2008). *Employee Perception of Appropriate and Effective HRM Practices at the Cross-Cultural Interfaces: The Context of Developing Countries*. Paper presented at the **19th International Congress of the International Association for Cross-Cultural Psychology**, Bremen, Germany.

Yavuz, S. & Jackson, T. (2008). *Are 'Hybrid' HRM Practices Really Good for Local Employees in Developing Countries?* Paper presented at the **29th International Congress of Psychology**, Berlin, Germany.

Yavuz, S. & Jackson, T. (2008). Does "Appropriateness" of an HRM Practice Reflect Its Ethicality?: The Context of Developing Countries. **The 11th International Society for the Study of Work & Organizational Values (ISSWOV) Conference**, Singapore

Yavuz, S. & Jackson, T. (2007). *Positive employee attitudes in Sub-Saharan Africa: A cross-cultural empirical study in South Africa, Nigeria, Kenya and Cameroon*. **The Sixteenth Annual World Business Congress**, Maastricht, The Netherlands.

Jackson, T. & Leiba O'Sullivan, S. *A Knowledge Management Framework for Cross-cultural Management in Global Services*, **Administrative Sciences Association of Canada, Annual Conference**, June 2-5, 2007.

Jackson, T. *Why Hofstede's dimensions do not work in Africa*. **Crosscultural Life of Social Values** conference, Rotterdam School of Management, Erasmus University, Netherlands, May, 2007. Invited keynote paper presented in a panel with Geert Hofstede.

Jackson, T. *Management Control and Employee Commitment in Sub-Saharan Africa: A Cross-cultural Empirical Study in South Africa, Nigeria, Kenya and Cameroon*. **International Society for the Study of Work and Organizational Values** conference, Tallinn, Estonia, June, 2006.

Jackson, T. & Louw, L. *Managing Culture and Change in South African Organizations: The Way Forward for Africa?*. **International Academy of African Business and Development** International Conference: Expanding the Horizons of African Business and Development. 3-6 April 2002, Port Elizabeth, South Africa.

Jackson, T. & Kotze, E. *Management and Change in the South African National Defence Force: A cross-cultural study*. **International Society for the Study of Work and Organizational Values** bi-annual conference, Jerusalem, June 2000.

Jackson, T. *Management in Africa: Developing A Cross-cultural Research Agenda*, **International Academy of African Business and Development** International Conference: The Global Challenge of African Business and Economic Development in the New Millennium, Atlantic City, New Jersey, USA, April 11-14, 2000.

Jackson, T. *Humanistic and Instrumental Cultural Values as Influences in Conflict and Change in People Management: The Case of South Africa*, 6th International Conference on Work Values and Behaviour, **International Society for the Study of Work and Organizational Values**, July 1998, Istanbul.

Jackson, T. *Understanding Management Learning Across Cultures: Some East-West Comparison*, with Sarah Spiekermann and Maria Cristina Paparo. **Academy of International Business** Annual Meeting, Banff, Alberta, Canada, September 1996.

Jackson, T. & Calafell Artola, M. *Managing Ethically: A Cross-cultural Comparison*, **European Institute for Advanced Studies in Management** Workshop on Cross Cultural Perspective, Henley, UK, November 1995

Jackson, T. & Calafell Artola, M. *Management Ethics and Corporate Policy: A Cross-cultural Challenge for International Business*, **European International Business Academy** Conference, Urbino, Italy, December 1995

Jackson, T. & Calafell Artola, M. *National Management Values and Ethical Behaviour: Cross-cultural Implications for Global Business*, **Centre for International Business Studies** Conference on 'Global Business in Transition, Prospects for the Twenty First Century', Hong Kong, December 1995

Jackson, T. *Developing Managers Across Cultures: A Challenge to Anglo-American Assumptions*, **Academy of International Business**, UK Conference, Bradford University, April 1995

Jackson, T. *Management Learning Styles: A Cross-cultural Reinterpretation*, **British Psychological Society, Occupational Psychology** Conference, Warwick University, UK, January 1995

EDITORIAL ACTIVITY

Editor-in Chief *International Journal of Cross-Cultural Management*. Sage Publication, London, since 2001. The Journal has been formally adopted by the International Society for the Study of Work and Organizational Values (ISSWOV), and the International Organizational Network (ION - a sub-group of the Academy of Management).

I review submitted articles to peer reviewed journals, including European Management Journal, Thunderbird International Review, Journal of World Business, Journal of Management Studies, Journal of Occupational and Organizational Psychology, Journal of Organizational Change Management, Human Resource Management (Wiley,USA), International Journal of Human Resource Management

I am also a reader for major UK publishers, reviewing manuscripts and book proposals in the area of Organisational Behaviour, Management Development, International HRM and Cross-cultural Management.

RESEARCH FUNDING

Sandisa Imbewu Fund, Rhodes University, South Africa. **Chinese organizations in sub-Saharan Africa: New dynamics, new synergies**. 2011-2014 ZAR1,000,000

The British Academy, UK. **Researching cultural interfaces and cultural identities: South African HIV/AIDS/TB projects in the International Aid Governance structure**. 2008-10. £7304.

Department for Education and Skills (now DIUS), UK, England Africa Partnerships scheme, **Cross-cultural management in health project delivery in HIV/AIDS and TB in Southern Africa**. 2007. £85,000.

Higher Education Innovation Fund (HEIF), Middlesex University. **Research into Cross-cultural Training Provision for International and South African NGO Sector**. Circa £9000

Internal writing-up grant for research on **SMEs in Kenya**. Middlesex University. Circa £4000.

Dutch Foreign Ministry (INTRAC Praxis Programme fund) to extend research on **Management and Change in Africa to NGO sector** 2004-5. Circa. £25,000.

DANIDA (Danish International Development Assistance), Danish Foreign Ministry, for research project **Management and Change in Africa: A Cross-cultural Perspective**. 2000-2. Circa. £80,000.

Institut Vital Roux (Chambre de Commerce et d'Industrie de Paris) for research project **Management and Change in Africa: A Cross-cultural Perspective**. 2000-2. 200,000 French Francs (circa. £20,000)

EAP European Fund, to finance research project on **Cross-cultural Management in Africa**, contribution toward research assistance, 1998/99. £5000.

British Council, initial funding to launch joint research project with Zimbabwe Institute of Management and University of Zimbabwe in **Cross-cultural Management in Zimbabwe**, 1998. Circa. £2000.

English Speaking Union/Barclays Bank, to undertake **Cross-cultural Management Development** programme in Johannesburg, South Africa, 1998. £1700.

EAP European Fund, to finance research project on **Cross-cultural Management Ethics**, contribution towards research assistance, 1997/98, £5000.

French Government Department for Foreign Affairs, **Administration Co-operation with South Africa**, to launch joint projects on Cross-cultural Management with University of the Western Cape, Cape Town. 1996-98. Circa. £4000.

European Union, TEMPUS Programme, funding to develop joint research project on **Cross-cultural and Change Management in Czech Republic**, with Technical University of Brno, Faculty of Management and Economics at Zlin, Czech Republic, 1996-7. Circa. £1500.

Chambre de Commerce et d'Industrie de Paris, Joint Management Development Programme, to fund **Management Development Programme in Cross-cultural Management**, Johannesburg, South Africa, 1996. Circa. £1500.