

SPEAKERS

Brad Agle, Professor, BYU Marriott School

“BYUMS Ethics Code: Practical Application”



Brad Agle is the George W. Romney Endowed Professor, and Professor of Ethics and Leadership in the Marriott School of Management at Brigham Young University (BYU). He also serves as a Fellow, and Chair of the Ethics Initiative in the Wheatley Institution at BYU.

Dr. Agle is an active researcher and teacher, concentrating on business ethics, stakeholder management, CEO leadership and religious influences on business. His writings appear in journals such as the *Academy of Management Review*, *Academy of Management Journal*, *Business Ethics Quarterly*, *Journal of Business Ethics*, *Business and Society*, *Human Relations*, *Sloan Management Review*, *Leadership Quarterly*, and *Organizational Dynamics*. His work has been featured in various media outlets including the *Wall Street Journal*, *Washington Post*, *USA Today*, and *CNN*; and he has been a guest on *CNBC's "Morning Call"*,

"Power Lunch", and *"Closing Bell"*. His publication awards include the Best Article award from the International Association for Business and Society, and the ANBAR citation of excellence. His 1997 article on stakeholder management has been found to be the most heavily cited article in the field of corporate social responsibility.

In addition to his other responsibilities, Professor Agle also serves on the Steering Committee for the BYU Management Society. We are pleased to have him on our board and at our conference.

Kim Cameron, Associate Dean of Executive Education, Michigan

“Positive Leadership: Strategies for Extraordinary Performance”



Dr. Cameron's past research on organizational downsizing, organizational effectiveness, corporate quality culture and the development of leadership excellence has been published in more than 120 academic articles and 13 scholarly books. His latest publications are as follows:

- *Diagnosing and Changing Organizational Culture* (Jossey Bass)
- *Positive Organizational Scholarship* (Berrett-Koehler)
- *Leading with Values* (Cambridge University Press)
- *Competing Values Leadership* (Edward Elgar)
- *Making the Impossible Possible* (Berrett Koehler)
- *Positive Leadership* (Berrett Koehler)

His current research focuses on virtuousness in and of organizations--such as forgiveness, gratitude, kindness, and compassion--and their relationship to performance. He is one of the co-founders of the Center for Positive Organizational Scholarship at the University of Michigan and has served as Dean at the Weatherhead School of Management at Case Western Reserve University, Associate Dean in the Marriott School of Management at Brigham Young University, and department chair at the University of Michigan.

Ron McMillan, Author and Co-founder, VitalSmarts

“Crucial Conversations”



Ron McMillan is a *New York Times* bestselling author (*Crucial Conversations*), keynote speaker, and leading social scientist for organizational change. For thirty years, Ron has delivered engaging keynotes at major conferences including the American Society of Training and Development and the Society for Human Resource Management. Ron's work has been translated into 28 languages, is available in 36 countries, and has generated results for 300 of the Fortune 500.

Ron McMillan co-founded VitalSmarts, LLC in 1990 and served as its Vice President of Consulting Services until November 20, 2006. He also co-founded Covey Leadership Center where he served as Vice President of Research and Development. He now serves on the Board of Directors for the American Family Institute and holds advanced degrees in sociology and organizational behavior from Brigham Young University and the University of Utah.

Aaron Miller, Assistant Professor, BYU Marriott School

“Engaging Boards and Volunteers”



Aaron Miller (JD, MPA Brigham Young University) is an assistant teaching professor in BYU's George W. Romney Institute of Public Management in the Marriott School of Management and a coauthor of the forthcoming book, *Business Ethics: A Field Guide*. At BYU, Aaron teaches business ethics, non-profit management, and social entrepreneurship. In addition to teaching, Aaron is the faculty director and co-founder of BYU's Grantwell program in which more than 250 graduate students have advised over \$30 million in foundation giving. He is also the faculty director of BYU's Social Venture Academy. Aaron has twice been recognized as Teacher of the Year in the Romney Institute.

Prior to teaching at BYU, Aaron practiced law in areas including small business, nonprofit, taxation, and corporate governance. He volunteers on several nonprofit boards, including the Boys and Girls Clubs of Utah County. He and his wife Katie have four boys.

Lee T. Perry, Dean, BYU Marriott School

“Marriott School Update”



Lee Tom Perry is the Dean of BYU's Marriott School. He previously served as an associate dean, between 1998-2005 and 2012-2013. From June 2005 to July 2008, Lee served as the President of the California Roseville Mission for the Church of Jesus Christ of Latter-day Saints.

Lee has written extensively about innovation and technology, corporate restructuring, and competitive business strategies. He is the author of *Offensive Strategy* (Harper Business), *Righteous Influence* (Deseret Book), and *L. Tom Perry, An Uncommon Life: Years of Preparation* (Deseret Book), and co-author of *Real-Time Strategy* (John Wiley & Sons). He is also the author or co-author of over forty articles appearing in various management journals and edited books.

Lee holds a Ph.D. in Administrative Sciences from Yale University and has been a member of the faculty of the Krannert School of Management, Purdue University and the Smeal School of Business Administration, the Pennsylvania State University. He is the recipient of the 2005 Outstanding Faculty Award from the Marriott School. Lee has also served on several boards of directors of both privately- and publicly-held companies. Between March 1996 and July 1997, he worked for Merck, the pharmaceutical giant, helping develop the strategy and organizational design for the company's thirteen affiliates in Central and Eastern Europe. In addition to Merck, he has consulted with several major corporations, including American Express, Taco Bell, and Exxon USA.

Lee and his wife, Carolyn, are the parents of six children.

Steve Shallenberger, Author, *Becoming Your Best Global Leadership*

“The Becoming Your Best Challenge: Building a Culture that Creates Magic”



After graduating from Brigham Young University, Steve launched a national printing, publishing and sales company. As a young entrepreneur, Steve also built numerous other organizations from the ground up. During those years, he continued his education at the Harvard Business School. In his many years of work with Stephen R. Covey, Steve was a key leader, among others, who helped build the world-renowned Covey Leadership Center. He led a stalwart team and built the time management division from a few training seminars to over 600 formal seminars in just one year.

As a President of the Brigham Young University Alumni Association, Steve has served over 350,000 alumni. He's served as President of America's Freedom Foundation and currently sits on the Board of Trustees. He was also a charter member and Chairman of the Utah chapter of the Young Presidents' Organization (YPO) and is actively involved in the World Presidents' Organization (WPO).

Jeff Thompson, Associate Professor, BYU Marriott School

"Finding Your Calling in Life"



Jeffrey Thompson is an associate professor in the Romney Institute of Public Management at the Marriott School of Management. He was raised in Boise, Idaho, and received both his bachelor's degree and MBA from BYU. Professor Thompson earned a PH.D. in Organizational Behavior, with an emphasis in ethics at the University of Minnesota. He then taught for four years in the business school at Miami and the University of Ohio prior to coming to BYU.

His research focuses on meaningful work and organizational ethics. Some of his publications include the following:

- "Status and the True believer: The Impact of Psychological Contracts on Social Status Attributions of Friendship and Influence," *Organization Science*, 2014.
- "Calling: Gospel Truths to Guide Your Quest for Passionate, Purposeful Work." Pages 200, *BYU Academic Publishing*, Provo, UT, 2013.
- "Productivity and prestige in business ethics research: A report and commentary on the state of the field." *Business & Society*, volume 50, Pages 580-606, 2011.
- "Untangling Employee Loyalty: A Psychological Perspective," *Business Ethics Quarterly*, Volume 17, Pages 297-323, *Society for Business Ethics*, 2007.