

## Jim Clawson

---



James Clawson has been a professor of Leadership and Organizational Behavior at the Darden Graduate School of Business Administration at the University of Virginia since 1981. He has consulted with dozens of large and very large corporations in various parts of the globe on issues of leadership, career management, leadership development, human resource management, organizational development, and related topics. Author of *Level Three Leadership*, Dr. Clawson has helped executives and managers at all levels learn how to be more effective leaders in today's rapidly changing environment.

Dr. Clawson received degrees from Stanford University (Japanese Language and Literature with great distinction), Brigham Young University (MBA in marketing), and Harvard University Graduate School of Business (DBA Organizational Behavior). He taught for three years at the Harvard Business School before joining the Darden School. He also taught as a visiting professor at the International University of Japan in 1991.

Dr. Clawson has been active in executive education, designing and/or teaching in the following Darden School executive education programs: *Power and Leadership*, *The Art of Managing Human Resources*, *Contemporary Management Issues for NAVAIR*, *Building the Learning Organization*, *Managing Critical Resources* (USA and UK), *Managing Organizational and Individual Change*, *Marketing and Sales Executive Program*, *Innovation and Technology Management*, *Developing Managerial Excellence*, and *Managing Organizational and Individual Performance*. He has also designed and taught numerous custom executive education programs for large corporate clients in financial services, defense, manufacturing, and various government agencies.

Jim has been an active writer on issues of leadership, career management, management development, and mentoring. His most recent book with Mark Haskins is *Teaching Business Management: A field guide for professors, consultants and corporate trainers*. He has also written *Creating a Learning Culture* (Cambridge University Press) co-edited with Marcia Conner. *Level Three Leadership: Getting Below the Surface* (3<sup>rd</sup> edition) and *Practical Problems in Organizations* were published by Prentice-Hall. He has co-authored two books on career management (*Self-Assessment and Career Development*, 3E and *An MBA's Guide to Self-Assessment and Career Development*, Prentice-Hall). He has published numerous articles on mentoring and management development, and written or supervised the writing of over three hundred cases on several business

topics. Dr. Clawson's work experience includes functional training for Mobil Oil in Japan and International Banking for Wells Fargo Bank in San Francisco.