

About the authors

STEVEN McSHANE

Steven McShane is Professor of Management at the Graduate School of Management, University of Western Australia (UWA), where he receives high teaching ratings from MBA and doctoral students in Perth and Singapore. Steve is coordinator of UWA's management teaching units for senior officers enrolled in the Singapore government's SAFTI Military Institute. In executive development seminars, Steve has worked with the Australian Healthcare Association, Wesfarmers Group, Peters Brownes Group, ALCOA World Alumina Australia, Vasse Felix Wines, Clough Engineering, Healthcare Association of Western Australia, the Conference Board of Canada and many other organisations.

Steve has published several dozen articles and conference papers on diverse issues such as the socialisation of new employees, gender bias in job evaluation, wrongful dismissal and media bias in business magazines. His work has appeared in equally diverse journals including *Industrial and Labor Relations Review*, *Journal of Rehabilitation* and *Journal of Occupational and Organizational Psychology*. Steve co-authors (with Mary Ann Von Glinow) *Organizational Behavior* (2005), now in its third edition in the United States. He is also the author of *Canadian Organizational Behaviour, 5th edition* (2004), which is McGraw-Hill's best-selling university textbook in Canada.

Steve earned his Ph.D. from Michigan State University, a Master of Industrial Relations from the University of Toronto and an undergraduate degree from Queen's University in Canada. He has served as President of the Administrative Sciences Association of Canada—the scholarly association of business researchers in that country. Steve previously held appointments in the business faculties at Simon Fraser University and Queen's University in Canada.

Along with teaching and writing, Steve enjoys his leisure time by bodyboard surfing, swimming, canoeing, skiing and travelling with his wife and two daughters.



Courtesy of Richard Ang

Steve McShane (right) and Tony Travaglione teaching in Singapore

TONY TRAVAGLIONE

Tony Travaglione is Professor of Management at the Asia Pacific Graduate School of Management at Charles Sturt University. Additionally, Tony holds the position of Visiting Professor at Stanford University where he teaches MBA students at the Stanford Graduate School of Business. In addition to teaching MBA students in Australia and the USA he has also taught programs in Singapore, Hong Kong and Malaysia.

He obtained his Doctor of Philosophy degree in Organisational Behaviour from the University of Western Australia. During his career, Tony has held a number of senior leadership roles including Professor and Dean at the University of Adelaide and Professor and Head of the Newcastle Graduate School of Business.

Tony has been published in numerous international journals including *Personnel Review*, *Journal of Individual Employment Rights*, *International Journal of Human Resource Management*, *Journal of Managerial Psychology*, and the *International Journal of Organisational Analysis*.

Tony has consulted to a wide range of organisations including BHP, QANTAS, Swan Brewery, Health Department of Western Australia, Hunter Area Health, Main Roads Western Australia, Westrail, Rail Services Australia and Centrelink.

In his spare time, Tony enjoys the beach and bushwalking. Having spent time in Western Australia, the Hunter region of New South Wales, and Adelaide, Tony has developed an appreciation for a fine red.