

## Facilitator's Body of Knowledge Research Project

### Noel M. Tichy, Ph.D



Noel M. Tichy is a Professor of Organizational Behavior and human Resource Management at the University of Michigan Business School, where he is the director of the Global Leadership Program. The Global Leadership Program is a 36-company consortium of Japanese, European and North American companies who are partnered to develop senior executives and conduct action research on globalization. He also directs the Global Business Partnership which links global companies and research centers in North America, Japan and Europe.

In the mid 1980s Dr. Tichy was head of GE's Leadership Center, the fabled Crotonville, where he lead the transformation to action learning at GE. Between 1985-87, Dr. Tichy was Manager of Management Education for General Electric where he directed its worldwide development efforts at Crotonville. Prior to joining the Michigan Faculty he served for

nine years on the Columbia University Business School Faculty.

Professor Tichy is the author of numerous books and articles. His most recent books are *THE CYCLE OF LEADERSHIP: How Winning Leaders Teach Their Organizations to Win* (Harper-Collins 2002) and *Every Business Is A Growth Business* (with Ram Charan), published October 1998 (Random House). He co-authored *The Leadership Engine: How Winning Companies Build Leaders at Every Level* (with Eli Cohen), named one of the top 10 business books in 1997 by BUSINESSWEEK. In addition, Tichy is also the co-author of *Control Your Destiny or Someone Else Will: How Jack Welch is Making General Electric the World's Most Competitive Company* (with Stratford Sherman) and the author of *Globalizing Management* (with Pucik and Barnett), *The Transformational Leader* (with Devanna), *Strategic Human Resource Management* (with Fombrun and Devanna), *Strategic Change Management*, and *Organization Design for Primary Health Care*.

He has served on the editorial boards of the *Academy of Management Review*, *Organizational Dynamics*, *Journal of Business Research*, and *Journal of Business Strategy*. He is past chairman of the Academy of Management's Organization and Management Theory Division and is a member of the Board of Governors of the American Society for Training and Development. Dr. Tichy is the founder and editor in chief of the *Human Resource Management Journal*.

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Noel Tichy consults widely in both the business and private sectors. He is a senior partner in Action Learning Associates. In 1997, Tichy and partner Eli Cohen entered into an alliance with Price-Waterhouse Cooper's Center of Excellence in Change Management to establish a new transformational leadership service called Leaders Developing Leaders.

In conjunction with the University of Michigan Business School's Executive Education Center, Dr. Tichy facilitates the "Building the Leadership Engine" 3-day executive program. The program is based on the book, The Leadership Engine.

Resources:

<http://webuser.bus.umich.edu/departments/OBHRM/faculty/tichy/pubs.html>