

Rod McCowan, Ph.D.

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ACADEMIC APPOINTMENTS

Emory University, Goizueta Business School

Fall, 2022 – Present

Associate Professor in the Practice of Organization & Management

Teach the following MBA core courses:

OAM 561 – Principled Leadership

OAM 691 – Leader Development

OAM 531 – Leading People & Organizations

OAM 572Y – Leadership

University of Michigan, Ross School of Business

Fall (A) & Fall (B), 2021

Lecturer, Management and Organizations area

Taught MBA elective courses:

MO 603—Navigating Change

MO 567—Strategic Human Capital Management & People Analytics

Duke University, Terry Sanford School of Public Policy

1992 - 1993

Visiting Lecturer

Taught graduate-level course in “Leadership, Ethics, and Organizational Change”

EDUCATION

Ph.D., Strategy and Organizational Behavior (with honors)

2020

IE University, IE Business School (Madrid, Spain)

Master of Science, Research Methodology in Management Science

2017

IE University, IE Business School (Madrid, Spain)

Master of Public Policy

1990

Harvard University, John F. Kennedy School of Government (Cambridge, MA)

Master of Arts in Religion, Ethics

1985

Yale University, Yale Divinity School (New Haven, CT)

B.A., Philosophy, with Minors in Mathematics and Computer Science

1984

University of Oklahoma (Norman, OK)

AWARDS AND HONORS

White House Fellow, The White House Fellowships Program, Washington, D.C. 1991 – 1992
Selected as a White House Fellow by President George H.W. Bush (41) and appointed to serve as Special Assistant to the Administrator of the United States Agency for International Development.

Kennedy Fellow, Harvard University, John F. Kennedy School of Government 1988 – 1990
Selected twice by the faculty for this fellowship awarded to “students who demonstrate exceptional academic ability and professional distinction and promise.”

EXECUTIVE EDUCATION EXPERIENCE

Hitachi, Ltd., Hitachi Academy (Tokyo, Japan) 2018 – Present
Faculty, Facilitator, and Advisor – Global Accelerated Leadership Development Program for Key Positions (GAP-K)

Facilitate and teach Modules One and Three of Hitachi’s three-module flagship global leadership development program, designed to accelerate the development of the company’s highest-potential senior executives, selected from across its portfolio of 940 businesses worldwide. My facilitator ratings for the 2019-2020 program were 5.1/6.0 (5.1 out of 6) for Module One and 5.4/6.0 for Module Three. Ratings for the 2020-2021 program improved to 5.4/6.0 for Module One and 5.7/6.0 for Module Three.

Hitachi, Ltd., Hitachi Institute of Management Development (Tokyo, Japan) 2014 – 2016
Advisory Board Member and Leadership Development Consultant
Served on the Advisory board and as a strategic change leadership advisor to the CLO and President of the Hitachi Institute of Management Development (HIMD), which is responsible for leadership development and business transformation across Hitachi, Ltd.’s global portfolio of 940 businesses. Also served as an advisor and executive coach to two of Hitachi, Ltd.’s global CHROs.

PRIVATE SECTOR PROFESSIONAL EXPERIENCE

Accelerance Group International, LLC. (Silicon Valley) 2012 – Present
Founder and Chief Catalyst

VeriSign, Inc. (Mountain View, CA) 2006 – 2007
Senior Vice President, Global Human Resources

Hitachi, Ltd. (Tokyo, Japan / Santa Clara, CA / Brisbane, CA) 2005 – 2006
Senior Vice President, Global Human Resources, Hitachi Data Systems (HDS) Inc.
Project Leader, Chief Executive North America (CENA) Human Resources Project
Member, Executive Leadership Steering Committee, CENA Integration Initiative

Herman Miller, Inc. 1995 – 2001

President, Herman Miller East Asia and EVP, Herman Miller, Inc. (Hong Kong)
Managing Director, South East Asia and EVP, Herman Miller, Inc. (Singapore)
EVP, Human Resources and Corporate Communications (Zeeland, MI)

Merrill Lynch Capital Markets (New York, NY) 1992 – 1993
Associate, Public Finance Investment Banking Group

IBM Corporation (Armonk, NY) 1985 – 1991
Assistant to the Director of IBM Governmental Programs (Washington, D.C.)
Account Marketing Representative (Connecticut and Washington, D.C.)

PUBLIC SECTOR PROFESSIONAL EXPERIENCE

Clinton Administration, United States Department of Education (Washington, D.C.) 1993 – 1995
Assistant Secretary for Management
Assistant Secretary for Human Resources and Administration
Chief of Staff to the Deputy Secretary of Education

The White House and the United States Department of State (Washington, DC) 1991 – 1992
White House Fellow
Special Assistant to the Administrator, U.S. Agency for International Development (USAID)

SOCIAL/NON-PROFIT SECTOR PROFESSIONAL EXPERIENCE

Year Up, National Board of Directors (Boston MA) 2009 – Present
Director

New Profit Inc (Cambridge, MA) 2008 – 2011
Partner

America Achieves, Board of Directors (New York, NY) 2011 – 2013
Director

Green City Force, Board of Directors (New York, NY) 2011 – 2013
Director

The New Teacher Center, Board of Directors (Santa Cruz, CA) 2010 – 2012
Director

Society for Human Resources Management (SHRM) Foundation 2005 – 2007
Member, Board of Directors

Louisiana Family Recovery Corps (Hurricane Katrina and Rita relief efforts) 2005
Founding CEO

PUBLICATIONS IN PROGRESS

“Executive Coaching and Strategic Change Leaders’ Development and Outcomes: Catalyst, Placebo, or Hindrance?”, co-authored with Monika Hamori. Manuscript in preparation.

“Toward a Strategy-Driven, Evolutionary Theory of Strategic Leadership.” Manuscript under preparation.

“Opening the Black Box of Board Directors’ Influence on Strategic Change: Toward an Integrated Theory of Director Performance Imperatives and Effectiveness.” Manuscript under preparation.

CONFERENCE PRESENTATIONS

“Executive Coaching and Strategic Change Leaders’ Development and Outcomes: Catalyst, Placebo, or Hindrance?”, 11th Biennial International Conference of the Dutch HRM Network, Tilburg University, Tilburg, The Netherlands, November 14-15, 2019.

“Executive Coaching and Strategic Change Leaders’ Development and Outcomes: Catalyst, Placebo, or Hindrance?”, 13th EIASM Colloquium on Organizational Change and Development, University of Manchester, Manchester, England, October 17-18, 2019.

ACADEMIC SERVICE AND APPOINTMENTS

Episcopal Divinity School (Cambridge MA) Vice-Chairman of the Board of Directors	1993 – 1996
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Duke University, Terry Sanford School of Public Policy (Durham, NC) Member, Board of Visitors	1992 – 1995
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