

CURRICULUM VITAE

TIMOTHY J. GALPIN, PH.D

Phone: +44 (0) 7834384960

Email: timothy.galpin@sbs.ox.ac.uk

Website: www.timgalpin.com

LinkedIn: <https://www.linkedin.com/in/timgalpin/>

OVERVIEW:

Senior Lecturer of Strategy and Innovation at Saïd Business School, University of Oxford. Experience with in class and online course delivery at both the undergraduate and graduate MBA levels, and the recipient of the first annual 2010 University of Dallas Haggerty Teaching Excellence Award as voted by the University of Dallas College of Business students and alumni. Research focused on the “cross-disciplinary” endeavors of Mergers and Acquisitions, Leading Sustainable Organizations, Leadership Effectiveness, Strategy formulation and execution, and Entrepreneurship. The author of four management books, two of which have achieved “best seller” status and have been published in five languages. The author of academic and professional journal publications, a regular contributor to the business media, and an accomplished public speaker. Possess both academic experience since 2005, combined with extensive international professional experience as a management consultant and senior executive. Maintains an active consulting practice in the areas of Strategy and Mergers and Acquisitions.

EDUCATION:

Ph.D. University of California, Los Angeles, CA, Organization Development, 1989

M.S. Southern Illinois University, Carbondale, IL, Management, 1985

B.A. State University of New York, Plattsburgh, NY, Liberal Arts, 1983

ACADEMIC APPOINTMENTS – TEACHING AND UNIVERSITY EXPERIENCE:

Senior Lecturer, Saïd Business School, University of Oxford, 2017 - Present

Courses Taught – Undergraduate:

- Strategic Management Tutorials

Courses Taught – Graduate/MBA:

- MBA Strategy
- MBA Mergers and Acquisitions Elective
- MBA Entrepreneurship Projects Supervisor
- EMBA Entrepreneurship Projects Supervisor
- Diploma Projects in Strategy and Innovation Supervisor

Courses Taught – Executive Education:

- Strategic Management
- Mergers and Acquisitions

Professor of Management Practice (Clinical Professor), Colorado State University, 2013 - 2017

Courses Taught – Undergraduate:

- MGT 479 Strategic Management
- MGT 420 New Venture Creation
- MGT 340 Fundamentals of Entrepreneurship

- MGT 330 Innovation and Corporate Entrepreneurship
- MGT 482 International New Venture Creation (conducted in Europe – London, Paris, Berlin, Prague, and Amsterdam)

Courses Taught – Graduate/MBA:

- MGT 679 Principles of Strategic Management
- BUS 621 Strategic Decision-Making
- BUS 665 MBA Capstone

Assistant Professor of Management, Colorado Mesa University, 2011 - 2013

Courses Taught – Undergraduate:

- MANG 491 Strategic Management
- MANG 450 Entrepreneurship
- MANG 373 Leadership

Associate Professor of Management, University of Dallas, College of Business, 2005 – 2011

Courses Taught – Graduate/MBA:

- MANA 6305 Value-Based Leadership
- MANA 7343 Management Consulting
- MANA 8310 Strategic Management
- MANA 6340 Entrepreneurship
- MANA 7369 Strategic Human Resources Management
- MANA 7355 Planning and Control of Services
- BUAD 8310 Business and Society
- BUAD 8390 Capstone (final MBA course, `live' client consulting assignment)
- BUAD 8101 Professional Internship (coaching and oversight of student internships)

Course Evaluations:

- Course evaluation scores consistently at 95% or above “Percent Favorable Rating” on all dimensions measured.

SCHOLARSHIP:

Dissertation:

“The impact of a three-day outdoor management development program on selected self-perceptions of the participants” University of California, Los Angeles, 1989.

Books:

Galpin, T.J., and Herndon, M. 2014. *The Complete Guide to Mergers & Acquisitions: Process Tools and Templates for Merger Integration at Every Level*. 3rd Edition. San Francisco: Jossey-Bass.

Galpin, T.J., Whittington, J.L., and Bell, R.G. 2012. *Leading the Sustainable Organization: Development, Implementation, and Assessment*. New York: Routledge.

Galpin, T.J., and Herndon, M. 2007. *The Complete Guide to Mergers & Acquisitions: Process Tools and Templates for Merger Integration at Every Level*. 2nd Edition. San Francisco: Jossey-Bass.

Galpin, T.J., and Herndon, M. 2000. *The Complete Guide to Mergers & Acquisitions: Process*

- Tools and Templates for Merger Integration at Every Level*. San Francisco: Jossey-Bass.
- Galpin, T.J. 1997. *Making Strategy Work: Building Sustainable Growth Capability*. San Francisco: Jossey-Bass.
- Galpin, T.J. 1996. *The Human Side of Change: A Practical Guide to Organization Redesign*. San Francisco: Jossey-Bass.

Refereed Book Chapters:

- Galpin, T.J., and Hebard, J., 2018. Strategic Management and Sustainability, in Borland, Lindgreen, Vanhamme, Maon, Ambrosini, and Palacios Florencio (Ed.), *Business Strategies for Sustainability: A Research Anthology*. (pp. 165-178). New York, NY: Routledge.
- Galpin, T.J., 2015. Creating a Culture of Global Citizenship: Update, in M. McIntosh (Ed.), *Globalization and corporate citizenship: The alternative gaze*. (pp. 148-161). Sheffield, UK: Greenleaf Publishing.
- Galpin, T.J., and Whittington, J.L. 2012. Creating Culture of Sustainability in Entrepreneurial Enterprises, in M. Wagner (Ed.), *Entrepreneurship, innovation and sustainability*. (pp. 68-87). Sheffield, UK: Greenleaf Publishing.
- Whittington, J.L, Maellaro, R., and Galpin, T.J. 2011. Redefining success: The foundation for creating work-life balance, in S. Kaiser, M. J. Ringlstetter, D. R. Eikhof , & M. Pina e Cunha (Eds.), *Creating balance? International perspectives on the work-life integration of professionals*. (pp. 65-77). Springer: Berlin/Heidelberg.
- Galpin, T.J. 2010. Redefining Due Diligence to Jump Start Effective Integration, in R. Gleich, G. Kierans, & T. Hasselbach (Eds.), *Value in Due Diligence*. (pp.139-153). Farnham, United Kingdom: Gower.

Academic Journal Articles:

- Galpin, T.J., 2018. Realizing your strategy's potential: A Seven-Step Model for Its Effective Execution, *Strategy & Leadership*, 46(6),_____.
- Galpin, T.J., forthcoming. Making Corporate Strategy Work: Focused Corporate Parenting as a Core Competence, *Journal of Business Strategy*.
- Galpin, T.J., 2018. Reap Exceptional Value from M&A: Manage it as a Core Competence, *Strategy & Leadership*, 46(5),_____.
- Galpin, T.J., and Hebard, J., 2015. Sustainability in Start-Up Ventures: What Founders Say Versus What They Do, *World Journal of Entrepreneurship, Management and Sustainable Development*, 11(4), 246-255.
- Galpin, T.J., Whittington, J.L., and Bell, R.G., 2015. Is Your Sustainability Strategy Sustainable? Creating a culture of sustainability, *Corporate Governance*, 15(1), 1-17.
- Galpin, T.J., Joufflas, G., and Gasta, M. 2014. Leading the Sustainable Organization at Vail Resorts, *Journal of Business Strategy*, 35(6), 19-30.

- Galpin, T.J., 2013. Creating a Culture of Global Citizenship, *Journal of Corporate Citizenship*, 49, 34-47.
- Galpin, T.J., Maellaro, R., and Whittington, J.L. 2012. Evidence From the Field: OD tools and methods that positively impact M&As, *OD Practitioner*, 44(3), 13-18.
- Galpin, T.J., and Whittington, J.L. 2012. Sustainability Leadership: From strategy to results, *Journal of Business Strategy*, 33(4), 40-48.
- Galpin, T.J., Whittington, J.L., and Maellaro, R. 2012. Identifying, Retaining, and Re-Engaging Key Talent during Mergers and Acquisitions: A best practices framework, *People & Strategy*, 35(1), 42-48.
- Galpin, T.J., and Bell, R.G. 2010. Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures. *Journal of Business and Entrepreneurship*, 22(2), 29-39.
- Galpin, T.J., and Whittington, J.L. 2010. Merger Repair: A conceptual framework for restoring employer/employee relationships. *Journal of Behavioral and Applied Management*, 12(1), 48-68.
- Whittington, J.L., and Galpin, T.J. 2010. The Engagement Factor: Building a high-commitment organization in a low-commitment world. *Journal of Business Strategy*, 31(5), 14-24.
- Galpin, T.J., and Whittington, J.L. 2009. Creating a Culture of Candor in the Leadership Classroom. *Journal of Leadership Education*, 8(2), 10-19.
- Galpin, T.J. 2008. From the Deal World to the Real World: Maximizing M&A value after the deal is done. *Business Strategy Series*, 9(2), 57-64.
- Galpin, T.J., and Herndon, M. 2008. Merger Repair: When M&As go wrong. *Journal of Business Strategy*, 29(1), 4-12.
- Galpin, T. J., Hilpirt, R., and Evans, B. 2007. The Connected Enterprise: Beyond division of labor. *Journal of Business Strategy*, 28(2), 38-47.
- Galpin, T.J. 1998. When Leaders Really Walk the Talk: Making strategy work through people. HR. *Human Resource Planning*, 21(3), 38-45.
- Galpin, T.J. 1997. Making Strategy Work. *Journal of Business Strategy*, 18(1), 12-15.

Academic Conference Presentations/Papers:

- Meskelis, S., Whittington, J.L., Beldona, S., and Galpin, T.J. 2017. Field Test of an Integrative Model of Meaningfulness and Employee Engagement. *Western Academy of Management*, Palm Springs, CA.
- Meskelis, S., Beldona, S., Whittington, J.L., and Galpin, T.J. 2016. A Cross-Cultural Study of an Integrative Model of Meaningfulness and Employee Engagement. *Academy of International Business*, New Orleans, LA.

- Whittington, J.L., Bell, R.G., and Galpin, T.J. 2012. Evaluating Potential Substitutes for Leader-Member Exchange Using Fuzzy Set Methodology, *Western Academy of Management*, Annual Meeting, La Jolla, CA.
- Galpin, T.J., Rosenberg, M., and Bridge, M. 2011. Teaching Essential Merger and Acquisition (M&A) Skills, *Mountain Plains*, Annual Meeting, Grand Junction, CO.
- Galpin, T.J., Whittington, J.L., and Bell, R.G. 2011. Leading the Sustainable Organization, *Mountain Plains*, Annual Meeting, Grand Junction, CO.
- Galpin, T.J., and Whittington, J.L. 2011. Green Leadership: Toward a comprehensive process model of corporate sustainability, from strategy to results, *Western Academy of Management*, Annual Meeting, Victoria, British Columbia.
- Whittington, J.L., Galpin, T.J., and Watters, J. 2011. The Prison Entrepreneurship Program (PEP): Social entrepreneurship in the Texas prison system, *United States Association for Small Business and Entrepreneurship*, Annual Meeting, Hilton Head Island, SC.
- Galpin, T.J., and Bell, R.G. 2010. Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures, *Association for Small Business & Entrepreneurship*, Annual Mtg, Fort Worth, TX. Best Paper Award–Runner Up.
- Galpin, T.J., and Whittington, J.L., 2010. How Deals Flow: Toward a comprehensive process model of mergers and acquisitions, *Academy of Management*, Annual Meeting, Montreal, Canada.
- Galpin, T.J., Whittington, J.L., and Maellaro, R. 2010. Retention and Re-engagement: Identifying, keeping, and re-engaging key talent during mergers and acquisitions, *Eastern Academy of Management*, Annual Meeting, Portland, ME.
- Maellaro, R., Whittington, J.L., Galpin, T.J., and Peregoy, R. 2010. Leadership Across the Curriculum: One business school's response to the criticism of MBA programs, *Southwest Academy of Management*, Annual Meeting, Dallas, TX.
- Galpin, T.J., and Whittington, J.L. 2009. Merger Repair: A conceptual framework for restoring employer/employee relationships, *Southern Management Association*, Annual Meeting, Ashville, NC.
- Whittington, J.L., and Galpin, T.J. 2009. The Engagement Factor: Building a high-commitment organization in a low-commitment world, *Academy of Management*, Annual Meeting, Chicago, IL.

Academic Conference Proceedings:

- Whittington, J.L., Galpin, T.J., and Watters, J. 2011. The Prison Entrepreneurship Program (PEP): Social entrepreneurship in the Texas prison system, Proceedings of the *United States Association for Small Business and Entrepreneurship*, Annual Meeting, Hilton Head, SC.
- Galpin, T.J., and Bell, R.G. 2010. Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures, Proceedings of the *Association for Small Business & Entrepreneurship*, Annual Meeting, Fort Worth, TX. Best Paper – Runner Up.

Galpin, T.J., Whittington, J.L., and Maellaro, R. 2010. Retention and Re-engagement: Identifying, keeping, and re-engaging key talent during mergers and acquisitions, Proceedings of the *Eastern Academy of Management*, Portland, ME.

Galpin, T.J., and Whittington, J.L. 2009. Merger Repair: A conceptual framework for restoring employer/employee relationships, Proceedings of the *Southern Management Association*, Annual Meeting, Asheville, NC.

Manuscripts Under Review:

Galpin, T.J. (2018) Talent Management in Mergers and Acquisitions, in I. Tarique (Ed.), *Companion to Talent Management*. (pp.). New York: Routledge.

Working Papers (in process):

“Applying Dynamic Capabilities to address Bounded Rationality in Mergers and Acquisitions”

“Hardiness as a predictor of entrepreneurial aspirations”

“Are We That Different? Culture comparison and integration during mergers and acquisitions”

“The M&A stampede: An application of herd theory to mergers and acquisitions”

Professional Journal/Magazine Articles:

Galpin, T.J., 2015 Q4. The last word: Cutting the clichés in Mergers and Acquisitions. *Capital Insights*, 50.

Galpin, T.J., and Alleman, J. 2003. Maximizing deal value: What every director needs to know about M&A integration. *Director's Monthly*, 16-18.

Galpin, T.J. 1999. The real deal in mergers and acquisitions. *Human Resource Professional*, 12(2), 7-11.

Galpin, T.J. 1999. Creating shareholder value through people. *Handbook of Business Strategy*, 307-311.

Galpin, T.J. 1998. Making the Deal Work, *The Pfeiffer Annual*.

Galpin, T.J., and Murray, P. 1997. Connect human resource strategy to the business plan. *HR Magazine*, 42(3), 99-104.

Galpin, T.J. 1997. Raising the bar of change management. *Human Resource Professional*, 10(2) 15-19.

Galpin, T.J. 1997. Merger integration: The ultimate change management challenge. *Mergers & Acquisitions: The Dealmaker's Journal*, 31(4), 24-28.

Robinson, D.E., and Galpin, T.J. 1996. In for a change: Re-recruiting your ‘human capital’ during turbulent times. *HR Magazine*, 41(7), 90-93.

Galpin, T.J. 1996. Connecting culture to organizational change. *HR Magazine*, 41(3), March, 1996, 84-90.

Galpin, T.J. 1995. Changing the change leader. *Employment Relations Today*, 22(3), 83-90.

Galpin, T.J. 1995. Pruning the grapevine: The role of effective communications in the process of organizational change. *Training and Development Journal*, 49(4), 28-33.

Galpin, T.J. 1994. Managing human performance. *Employment Relations Today*, 21(2), 207-225.

INVITED PRESENTATIONS, INTERVIEWS, AND MEDIA CITATIONS

Presentations:

- New York University, Stern School of Business Mergers & Acquisitions Program
- GE
- Intel
- Comerica Bank
- TECO Energy (Tampa Electric Company)
- Mobil Oil
- Lyondell Petrochemicals
- Philadelphia Chamber of Commerce
- Bayer (Milan, Italy)
- Latin America HR Congress (Mexico City, Mexico)
- Arcelor Steel (Barcelona, Spain)
- Harrods of London (London, England)
- Bangkok Chamber of Commerce (Bangkok, Thailand)
- Banco do Brasil (Brasilia, Brazil)
- Salon Capital Humanos (Madrid, Spain)
- IESE Business School (Barcelona, Spain)
- Hong Kong Chamber of Commerce (Hong Kong, China)
- Executive HR Forum (Irving, TX)
- The Indus Entrepreneurs, The Emerging Tri-Polar World: USA-India-China (Dallas, TX)

Radio and Television Interviews:

- CNBC Asia "Market Wrap"
- Reuters Television
- National Business Radio Network "Business Day"
- KERA (Dallas Public Radio) "Morning Edition"
- KMNY Money Radio, Los Angeles
- TCI Television Network "Business Talk"
- KOAI Radio business news, Dallas

MEMBERSHIPS:

- Academy of Management
- Western Academy of Management

SERVICE TO THE UNIVERSITY:

University of Oxford

Faculty Advisor:

2018-Present: Saïd Business School Consulting Club Advisor

2018-Present: First generation undergraduate student advisor

Committee Member:

2018-Present: Saïd Business School Degree Programmes and Teaching Committee

2018-Present: Saïd Business School Internal Examination Committee

Colorado State University

Faculty Advisor:

2014-Present: CSU College of Business Consulting Club Advisor

2014-Present: CSU College of Business Entrepreneurship Club Advisor

Committee Member:

2014-2017: CSU/Blue Ocean Enterprises Entrepreneurship Challenge Judging Committee –
<http://blueoceanchallenge.com/>.

2014-2017: CSU Department of Management Funding and Resources team.

2014-2017: CSU Department of Management Marketing, Branding, and Promotion team.

2013-2017: Facilitator for the CSU College of Business Department of Management strategic planning process.

Colorado Mesa University

Committee Member:

2012-2013: CMU Department of Business Strategy Committee.

2011-2013: CMU Teacher-to-Teacher Committee, to develop university-wide teaching best practices.

2011-2013: CMU Entrepreneurship Day (E-Day) Committee.

2011-2013: CMU Department of Business Marketing Committee.

2012-2013: CMU Department of Business Management Search Committee.

2011-2013: CMU Department of Business Newsletter Editor.

University of Dallas College of Business

MBA Core Curriculum Course Coordinator:

2008-2011: Value-Based Leadership

Faculty Advisor:

2006-2011: University of Dallas Business Plan Competition: Co-Organizer

2005-2011: University of Dallas Entrepreneurship Association: Advisor

Committee Member:

2010-2011: UD COB Strategic Planning Committee

2010-2011: UD COB Dean's Council

2006-2011: UD COB Academic Review Board (Chair)

2009-2011: UD COB Retention Committee

2005-2006; 2009-2011: Center for Professional Development Committee

2006-2007: UD COB Intellectual Contributions Committee

2006-2007: UD COB Academic Program Directors Committee
2006-2007: UD COB Core Curriculum Committee
2005-2006: UD COB Strategic Planning Committee

Academic Director:

2005-2009: UD COB Entrepreneurship Concentration

SERVICE TO THE PROFESSION:

2018: Reviewer for *Academy of Management Perspectives*
2018: Reviewer for *Strategy & Leadership* journal
2018: Reviewer for *Small Business Economics Journal*
2017: DBA dissertation committee member, Simone Meskelis, University of Dallas
2017: DBA dissertation committee member, Enoch Asare, University of Dallas
2017: Reviewer for *Journal of Organizational Change Management*
2016: Reviewer for *Management Decision*
2016: Reviewer for *Sustainability*
2015: Reviewer for *California Management Review*
2015: Reviewer for *Management Decision*
2015: Blue Ocean New Venture Enterprise Challenge entry selection committee member
2014: Reviewer for *Corporate Governance: The international journal of business in society*
2013: Strategic Planning, Colorado Credit Union
2013: Merger and acquisition consulting to Verizon
2012: Expert Witness, Bank of America merger and acquisition litigation
2011: Reviewer for *California Management Review*
2011: Reviewer for *Western Academy of Management* annual meeting
2010: Reviewer for *Academy of Management* annual meeting
2010: Reviewer for *Association for Small Business & Entrepreneurship* annual meeting
2009: Reviewer for *Southern Management Association* annual meeting
2005-2009: Senior Fellow, Katzenbach Partners, Advisor regarding setting and executing aspects of the organization's business strategy in the areas of post-merger integration and strategy execution professional services
2006: Advisory Council Member, Research Advisor. HR's Role in Mergers and Acquisitions: Tools for the Chief Human Resources Officer
2006: Advisory Council Member, Research Advisor. Pedagogy in an Online Graduate Business Course: A Delphi Study, Alicia Gallegos-Butters, Doctoral Dissertation, San Diego, CA

INDUSTRY EXPERIENCE:

Timothy Galpin Consulting, 2005 – Present

Consulting in the areas of: mergers and acquisitions (M&A), strategy development and execution, organizational transformation and culture change, and M&A expert witness.

Managing Partner, Integration Partners, 2002 – 2005

A Dallas and Chicago based strategy execution consulting firm, with a focus on post-merger integration and merger repair. Responsible for setting and executing all aspects of the company's strategy, including: product/service offerings, go to market strategy, project delivery, and client service.

Global Practice Leader, Merger & Acquisition Services, Watson Wyatt Worldwide, 1996 - 2002

Lead a team to build all M&A related consulting services to clients of Watson Wyatt Worldwide - in 90 offices and 30 countries. Responsible for leading and managing all M&A consulting

services including: consulting process design, material development, project sales, delivery, and measurement, and consultant hiring and development.

Principal, Merger and Acquisition Integration Services, Pritchett & Associates, Inc., 1995 - 1996

Responsible for leading and managing all M&A consulting services, including: M&A integration consulting process design, materials development, project sales, project delivery, and consulting staff hiring and development.

Principal, Process Reengineering and Change Management Services, Booz, Allen & Hamilton, Inc., 1993 - 1995

Responsible for leading and managing business process redesign and change management consulting services, including: consulting process design, material development, project sales, project delivery, and consulting staffing hiring and development.

Manager, Operational Consulting, Arthur Andersen & Co., 1989 - 1993

Responsible for leading and managing Business Process Redesign consulting services, including: consulting process design, material development, project sales, project delivery, and consulting staffing hiring and development.

Manager, Organization Development, Hughes Aircraft Company, 1985 - 1989

Responsible for leading and managing business process redesign projects, including: project design, planning, delivery, and measurement.

Instructor, National Outdoor Leadership School (NOLS), 1984 - 1985

Responsible for planning and leading 35-day mountaineering courses, along with teaching the NOLS outdoor leadership curriculum to course participants.

HONORS AND AWARDS:

- Recipient of the first annual 2010 University of Dallas Haggerty Teaching Excellence Award, as voted by the University of Dallas College of Business students and alumni.
- Best Paper Award – Runner Up; 2010 *Association for Small Business & Entrepreneurship*, Annual Meeting, Fort Worth, TX; “Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures.”
- University of Dallas College of Business “Eclipse Award”, for advising the winning team of the first annual Association of Corporate Growth’s 2010 Strategic Case Competition between the four major business schools in Dallas and Fort Worth, Texas.

REFERENCES:

- Available upon request.