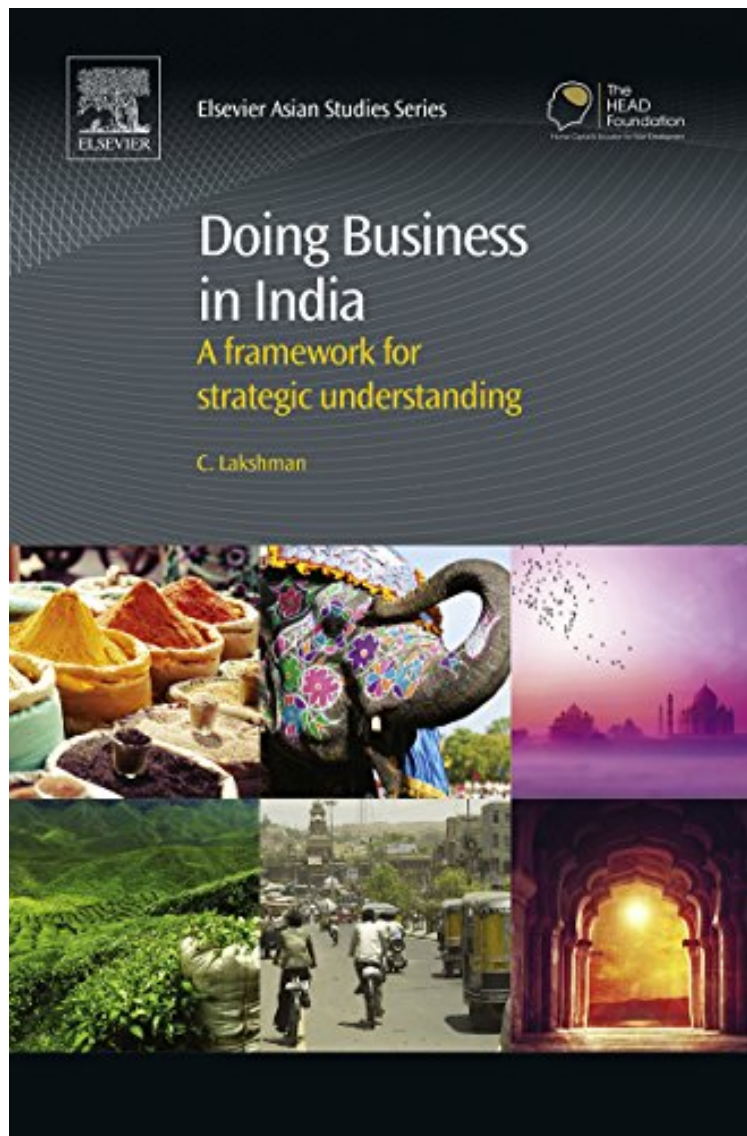


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About the Author C. Lakshman is currently Professor of International Management at Tongji University, Shanghai, China. Lakshman's work has appeared in various journals such as *Journal of International Business Studies* and *Journal of Management Studies*. His main areas of research interest are leadership, knowledge management, decision making in organizations, Strategic HRM, and Organizational theory.