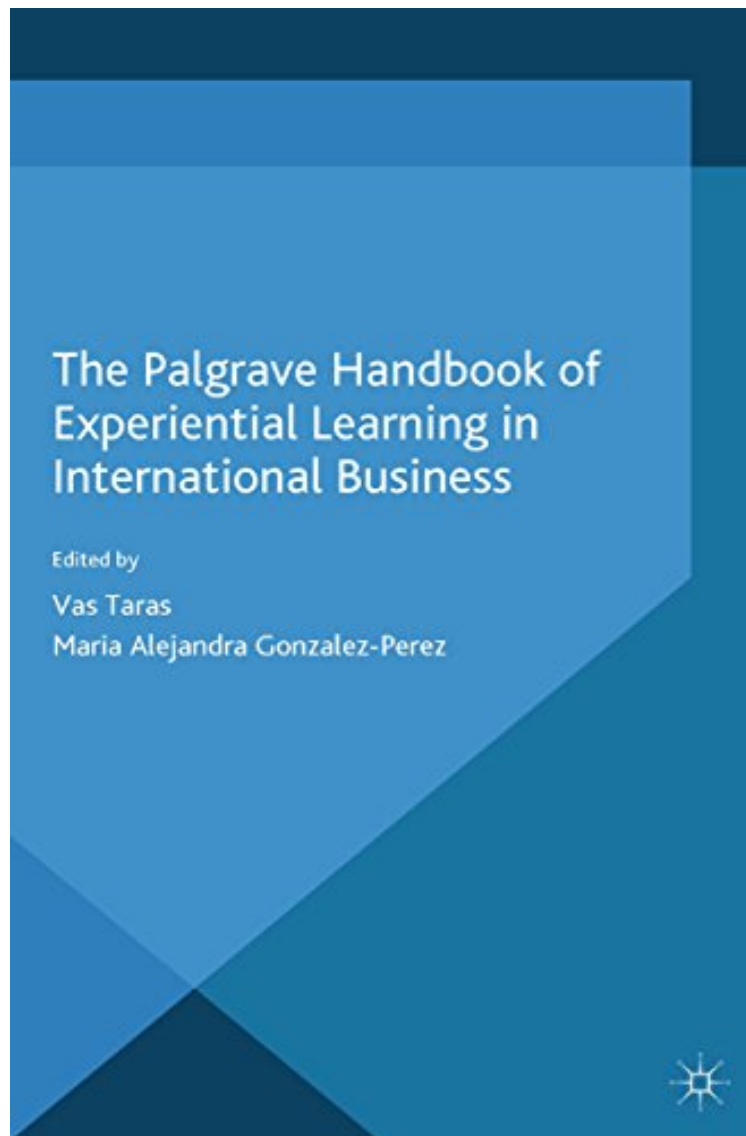


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About the Author Vas Taras received his PhD in International Human Resource Management and Organizational Dynamics from the University of Calgary, Canada and his Masters in Political Economy from the University of Texas, USA. He teaches International Business at the Bryan School of Business and Economics at the University of North Carolina, USA. He is the X-Culture Project Director (www.X-Culture.org). Vas conducts research in the area of management and development of cross-cultural teams. His publications have appeared in the Journal of Applied Psychology, Journal of International Business Studies, Journal of International Management, Organizational Dynamics and other respected outlets. He is an Associate Editor of the International Journal of Cross-Cultural Management, and the Editorial Board member of the Journal of International Business Studies, Journal of International Management, and Management Research . He is a recipient of numerous research and teaching awards for his work in International Business. nbsp; Maria-Alejandra Gonzalez-Perez (PhD, MBS, Psy) is Full Professor of Management, and former Head of the Department of International Business at Universidad EAFIT, Colombia. Professor Gonzalez-Perez is also the coordinator of the Colombian universities in the virtual institute of the United Nations Conference for Trade and Development (UNCTAD), Distinguished Fellow of the Association of Certified Commercial Diplomats; Editor-in-Chief of the business journal AD-minister, and Revista de Negocios Internacionales. Prior to her position in Colombia, she worked as a researcher in various organizations such as the Centre for Innovation and Structural Change (CISC), Irish Chambers of Commerce, and the Economics of Social Policy Research Unit (ESPRU) in Ireland. Dr. Gonzalez-Perez has published several academic papers, books and book chapters in the areas of internationalisation, corporate social responsibility and international migration. She is a regular contributor to business media. Her research results have been presented in over 40 international academic conferences in all the continents.