

Rev. Dr. Michael W. Linville

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www.drlinville.com

SUMMARY OF QUALIFICATIONS/RELEVANT EXPERIENCE

Fifteen years of corporate marketing and communications experience
Ten years as faculty in graduate level higher education, teaching Organizational Leadership in Ph.D., Masters', and Bachelors' programs
Twenty-six years of international experience (four of which were spent living in Ukraine) with an emphasis on leadership training and development, and medical/humanitarian work
Director for a post-Soviet theological college in the 1990s
Established a 501c3 not-for-profit ministry in 2001, focused on leadership training and development in Russian-speaking countries
Co-winner of the Global Followership Conference Followership Trailblazer Award, in recognition of the contribution to scholarship and pedagogy of the newly published followership textbook, *Essentials of Followership: Rethinking the Leadership Paradigm with Purpose* (www.purposeshipmatters.com)
Co-founder and senior advisor of a leadership think tank based in Kiev, Ukraine

EMPLOYMENT

2023-present

PROFESSOR, Graduate Studies in Organizational Leadership Indiana Wesleyan University, Marion, Indiana

Advanced in academic rank after peer review of my work as an Associate Professor. Create and facilitate organizational leadership courses in graduate programs, including: Critical Inquiry, Advanced Leadership Theory, Global Leadership, and Adult and Organizational Learning, among others. Experienced in develop curriculum, mentoring adjunct faculty, advising dissertation students, and conducting research. Teaching experience incorporates various modalities, including onsite, online, and hybrid.

2017-present

ASSOCIATE PROFESSOR, Graduate Studies in Organizational Leadership Indiana Wesleyan University, Marion, Indiana

Advanced in academic rank after peer review of my work as an Assistant Professor. Create and facilitate organizational leadership courses in graduate and undergraduate

programs, including: Critical Inquiry, Advanced Leadership Theory, Global Leadership, and Adult and Organizational Learning, among others. Experienced in develop curriculum, mentoring adjunct faculty, advising dissertation students, and conducting research. Teaching experience incorporates various modalities, including onsite, online, and hybrid. Recently completed a major role in the multi-year development and authoring of a 15-course bachelor's program in organizational leadership. Currently under consideration for promotion to full professor.

2013-2016

ASSISTANT PROFESSOR, Graduate Studies in Organizational Leadership Indiana Wesleyan University, Marion, Indiana

Created and facilitated organizational leadership courses in both Ph.D. and master's degree programs, including: Leadership Theory, Advanced Leadership Theory, Organizational Behavior and Communications, Organizational Learning and Change, Wisdom and Leadership, Global Leadership, Advanced Global Leadership, Adult and Organizational Learning, and Followership. Also facilitated a master's level course in Applied Management Theory for various graduate degree programs. Experienced in developing curriculum, advising dissertation students, chairing dissertation committees, and conducting research. Served as unofficial program director of the master's program in organizational leadership from in exchange for half teaching load.

2001-present

PRESIDENT, International Faith Initiatives, Inc.

Founded 501(c)3 not-for-profit organization devoted to leadership development, as well as medical and humanitarian service, across the former Soviet Union. IFI supports leader development through modular training programs across Russia and Ukraine. IFI's medical work engages with physicians and medical leaders in hospitals and orphanages by facilitating systemic change and evidence-based improvement in the practice of medicine.

2002-present

PRINCIPAL, Michael Linville & Associates Noblesville, Indiana

Focus of this consultancy evolved from providing clients with marketing and advertising expertise in the early years to a present emphasis on assisting organizations and individuals with thinking and working through organizational and leader development issues utilizing practical applications and assessments. Facilitate individual coaching sessions in emotional intelligence, leader development, and 360-degree feedback to support enhanced job performance and to advance personal leader development plans. More information available at: drlinville.com.

2008-2010

GRADUATE ASSISTANT, Indiana Wesleyan University Ed.D. in Organizational Leadership

This part-time position assisted the department chair and other faculty members in developing instructional materials, conducting research, assisting with classroom instruction technology, grading papers, reviewing prospective student applications, and handling a wide range of administrative functions.

1997-2000

DIRECTOR, Ukraine Bible Institute (Kiev, Ukraine)

Served as founding director and faculty in the starting and establishing of a two-year theological institute, one of the early such institutions of higher education in the post-

Soviet era. Led a multicultural staff of 16 Russians, Ukrainians, Canadians and Americans.

1992-1996

REGIONAL COMMUNICATIONS MANAGER, Pioneer Hi-Bred International

Responsible for marketing and advertising planning and execution for various North American sales regions. Developed strategies, created campaigns, wrote and produced extensive sales literature, and served as member of regional executive leadership teams. Assisted in the planning and execution of national and international programming for annual corporate and regional conferences.

1990-1991

ACCOUNT SUPERVISOR, Bloomhorst-Story-O'Hara Advertising Agency

Supervised two accounts, each billing over \$1 million annually. Assisted as account executive with a variety of other accounts. Agency folded due to executive financial mismanagement.

1987-1990

REGIONAL MARKETING DIRECTOR, Little Caesar Enterprises, Inc.

Directed all marketing and advertising activities for 80 corporate-owned and franchised restaurants in state of Indiana. Implemented cross promotions with a variety of sports franchises, retailers and media outlets. System sales increased 30%.

1986-1987

DISTRICT MARKETING MANAGER, Doubleday Publishing Company

Responsible for all marketing and sales activity directed toward wholesalers and retail chain buyers throughout the state of Indiana. Functions included extensive selling, coordination of sales promotions, market analysis and the management of accounts worth nearly \$2 million in sales annually. Increased annual sales over 20%.

EDUCATION

Ed.D. – Organizational Leadership (April 2012) GPA: 3.98
Indiana Wesleyan University, Marion, Indiana

M.A. – Advanced Leadership Studies (December 2009) GPA: 4.0
Indiana Wesleyan University, Marion, Indiana

M.A. – Ministry Leadership (December 2006) GPA: 4.0
Indiana Wesleyan University, Marion, Indiana

B.A. – Marketing Communications (December 1983)
The Ohio State University, Columbus, Ohio

VOLUNTEER EXPERIENCE

- Chair of Elder Board and Vice-chair of Board of Directors, Legacy Bible Church, Noblesville, Indiana (2021-2023)
- Board Chair, Department of Ministry Services: Ordination & Credentials, Indiana Ministries of the Church of God – Anderson, Indiana (2020-present)

- Adjunct Lecturer, School of Leadership and Governance, International Leadership University – Nairobi, Kenya (2019-present)
Serve as leadership lecturer and PhD dissertation advisor.

PROFESSIONAL AFFILIATIONS/DEVELOPMENT

- LDR-A09 Leadership Ethics: Moral Leadership in Personal Practice, Harvard Kennedy School of Business
- Association of Leadership Educators (ALE)
- Greater Good Science Center, UC Berkeley
- International Leadership Association (ILA)
- International Positive Psychology Association (IPPA)
- Society for Intercultural Education, Training & Research (SIETAR Europa)
- The Institute for Civility in Government
- Ordained: Church of God – Anderson, Indiana (2006)

PROFESSIONAL CERTIFICATIONS

- Certified Practitioner and Coach in Myers-Briggs Personality Typology Assessments and Coaching
- Certified Practitioner and Coach: Discovery Leadership 360 Profile Assessment
- Certified Practitioner and Coach: Emerging Leaders 360 Profile Assessment (2017)
- Certified Practitioner and Coach in Emotional Intelligence EQ-i 2.0 and EQ 360
- Certified Trainer - Ira Chaleff Courageous Followership Train the Trainer Program
- Specialization Certificate - Foundations of Positive Psychology, University of Pennsylvania.
- Ordained, Church of God – Anderson, Indiana (2006)

SCHOLARSHIP: ACADEMIC PRESENTATIONS

- Podcast guest, *Lead and Follow*, <https://www.sharnafabiano.com/podcast/> (February 2023).
- Webinar guest, International Leadership Association's Leadership Perspectives Webinar entitled *Essentials of Followership: When You Finally Realize That Leadership Isn't Enough* (November 16, 2022).
- Co-presented workshop entitled, *No More Toxic Leadership! Using a Five "I" Model and Followership to Identify and Respond to Poor Leaders*, at the International Leadership Association Global Conference in Washington DC (October 2022).
- Co-presented workshop entitled, *The Wisdom of a Leadership System Model in Sustainable Organizational Change Practices: From VUCA to BANI*, at the International Leadership Association Global Conference in Washington DC (October 2022).
- Podcast guest, *Behind the Scenes of IWU Scholarship*, <https://open.spotify.com/show/5F7c8cmCg5Wy9LfEcR8dpu> (September 2022).

- Co-presented (Rethinking Leadership: Practices for Sustainable Organizational Change Using the Leadership System Model) at the Institute for Post-industrial Leadership's inaugural conference, Leadership in the 21st Century: Ushering in the Post-industrial Paradigm (November 2021).
- Co-presented (You Lead Out of Who You Are: Using Andragogical Principles to Teach Self-Leadership Among Diverse Students) at the 2021 International Leadership Association Global Conference (October 2021).
- Co-presented panel discussion (When Leadership is a Dirty Word: Challenges of Teaching Leadership Where It Isn't Understood or Valued) at the 2021 International Leadership Association Global Conference (October 2021).
- Presented paper (In Search of Particularism in Cross Cultural Leadership Theory and Praxis: Barriers to Learning and Unlearning Effective Leadership Principles) at the 28th annual International Conference on Learning (July 2021).
- Co-presented workshop (Using Andragogical Principles to Guide Effective Learning Practices for Self-Leadership Development Among Diverse Leadership Studies Students) at the 2021 Association of Leadership Educators Conference (June 2021)
- Co-presented panel discussion (Exploring Barriers to Effectively Teaching Cross-Cultural Leadership Theory and Praxis) at the 2021 Association of Leadership Educators Conference (June 2021)
- Moderator: Student Scholarship Track, International Service & Leadership Conference (July 2020)
- Moderator: Student Scholarship Track, International Service & Leadership Conference (July 2019)
- Co-presented panel discussion (Courage to Develop the Whole Human: Intentional Spiritual Formation in Doctoral-Level Leadership Education) at the 2019 International Leadership Association Conference in West Palm Beach.
- Co-presented research study (The Role of Authenticity in Leading Agricultural Innovation in Food Security – A Case Study) at the 2019 International Leadership Association Conference in Ottawa, Canada.
- Co-presented pilot research study (Examining Authentic Leadership Through the Lens of Culture) at the 2018 International Leadership Association Conference in West Palm Beach.
- Presented leadership research paper (The Future of Leadership in an Era of Drones, Robots, and Artificial Intelligence) at the 2017 Tobias Center for Leadership Excellence scholarly conference at Indiana University.
- Co-presented leadership research paper (When Everyone Is Yelling at Each Other: The Role of the Leader in Restoring Civil Discourse in Turbulent Times) at the 2016 Tobias Center for Leadership Excellence scholarly conference at Indiana University.

- Co-presented leadership research paper (The Language of Leadership: Examining How Leader Role Perceptions are Shaped by Meaning Within Word Origins) at the 2015 Tobias Center for Leadership Excellence scholarly conference at Indiana University.
- Poster Presentation (When Western Leadership Theory Does Not Transfer Cross-Culturally: A Phenomenological Study Defining Leadership and Its Practices in Russia and Ukraine) at the 2014 International Leadership Association Conference.
- Co-presented leadership research paper (How Leadership in a Divided Nation is Driving a Political Revolution: A Phenomenological Study of Leadership in Ukraine) at the 2014 Tobias Center for Leadership Excellence conference at Indiana University.
- Co-presented global leadership workshop (Intercultural Assessments: Preparing Leaders to Narrow the Cultural Divide) with thought leader and expert Dr. Allan Bird at the 2012 International Leadership Association Conference in Denver.
- Presented leadership research paper (Examining the Cross-Cultural Transferability of Leadership Theory and Praxis in Russia and Ukraine) at the 2010 Tobias Center for Leadership Excellence scholarly conference at Indiana University.
- Presented leadership paper (The Implications of Adult Learning on Organizational Leadership) at the 2010 Midwest Scholars Conference at Indiana Wesleyan University.
- Co-presented leadership research paper (Global Leadership: A Study in Ukraine) at the 2010 International Leadership Association Conference in Boston.

SCHOLARSHIP: PUBLICATIONS

- Co-author, *Essentials of Followership: Rethinking the Leadership Paradigm with Purpose*. Kendall Hunt Publishing. This first textbook on the sub-discipline of followership was released in August 2022 to highly acclaimed reviews by Kellerman, Chaleff, Riggio, Lipman-Blumen, and others. More information is available at: www.purposeshipmatters.com
- Linville, M. & Kliuchnikov, A. (2021). A model for understanding and changing the practice of leadership in Ukraine. *Business Ethics and Leadership*, 5(4). [http://doi.org/10.21272/bel.5\(4\).17-31.2021](http://doi.org/10.21272/bel.5(4).17-31.2021)
- Managing Editor and Peer Reviewer:
Studies in Changing Societies, Special Leadership Issue (2018-19)
- Ad Hoc Article Editor and Peer Reviewer:
Sage Open Journal (2017- present)
- Judge
Human Capital Media 2018 Learning Elite Program
Human Capital Media 2019 Learning Elite Program
- Peer Reviewer:
Journal of Leadership Education (2018- present)
- Textbook Reviewer: *Routledge Publishing*

DISSERTATION

- An Examination of How Personality Factors Influence the Adaptability of U.S. National Leaders in Expatriate Contexts (2012)
Indiana Wesleyan University, ProQuest Dissertations Publishing, 3509858

Abstract: As the global marketplace continues to drive changes in how organizations manufacture, market, and sell their goods and services, the need for executives and leaders to function successfully in cross-cultural contexts has dramatically risen. The competencies that must be possessed and exercised by expatriate leaders, however, differ from those required to lead in one's own culture. With a broad array of variables influencing the extent to which expatriate leaders are able to adapt and succeed in a new cultural context, considerable need exists for research into how to select such individuals for expatriate service as well as how to better prepare them to accomplish organizational goals. This quantitative study investigated relationships between expatriate leader personality traits and cross-cultural adaptability. Inasmuch as adaptability is considered to represent a key component of expatriate success in meeting organizational goals, the results of this research are expected to provide useful insights into how personality may be associated with cross-cultural adaptation. This purposive study researched a sample population of 57 expatriates who had served in a cross-cultural leadership role for at least one year. Using the Keirsey Temperament Sorter to categorize respondents into one of four personality clusters and the Global Competencies Inventory to measure cross-cultural adaptability, the results revealed significance between personality and certain relationship management and perception management competencies. One personality type in particular, SJ (sensing, judging), demonstrated significance in several cross-cultural adaptability competencies. The implications for organizations that select and mobilize leaders for cross-cultural leadership roles are not insignificant. Organizations would be well served to consider and evaluate personality traits not only in their prospective cross-cultural leader candidates, but in the spouses and families of those candidates, as well.

LEADERSHIP COURSES WRITTEN AND/OR TAUGHT (2012-PRESENT)

- LDR220 Developing the Self as Leader
- LDR260 Critical Thinking for Leaders
- LDR320 Followership
- LDR370 The Psychology of Leadership
- LDR410 Leading with Wisdom, Vision, and Values
- LDR455 Leading in a Diverse and Global Context
- MOL500 Leadership Theory
- MOL505 Wisdom and Leadership
- MOL510 Leadership Praxis
- MOL511 Leadership Praxis

- MOL515 Followership
- MOL520 Ethical Challenges in Leadership
- MOL525 Organizational Behavior & Communications
- MOL530 Organizational Learning and Change
- MOL540 Research and Evaluation Methods
- MOL550 Global Leadership
- DOL720 Critical Inquiry
- DOL735 Advanced Leadership Theory
- DOL760 Leadership Praxis
- DOL800 Adult & Organizational Learning
- DOL830 Global Leadership
- DOL860 Advanced Leadership Praxis
- DOL875 Advanced Global Leadership
- DOL920 Dissertation Seminar
- DOL922 Dissertation Seminar

ACADEMIC COMMITTEE WORK

- Faculty Chair, College of Adult and Professional Studies (Sept 2022 – present)
- Faculty Vice-Chair, College of Adult and Professional Studies (Sept 2021 – Aug 2022)
- PhD – Organizational Leadership Program Assessment Committee (2021)
- Chair, Nominating Committee, College of Adult and Professional Studies (2021-2022)
- Chair, College of Adult and Professional Studies Faculty Relations Committee (2022)
- Vice-Chair, College of Adult and Professional Studies Faculty Relations Committee (2018–2021)
- University Assessment Council (2019–20)
- Graduate Faculty Committee (2018–20)
- MAOL Program Assessment Committee (2021, 2019, 2016)
- Provost Plagiarism Panel – Fall 2018
- University Assessment Council – Assessment Practices Sub-Committee (2017–18)
- Chair – Dean’s Advisory Council (2015–2019)
- Graduate School Marketing Committee (2015)
- Curriculum Task Force, College of Adult and Professional Studies (2013–2014)

RECOGNITION/AWARDS

- 2023 – Co-winner of the Global Followership Conference *Followership Trailblazer Award*, in recognition of the contribution to scholarship and pedagogy of the newly-published followership textbook, *Essentials of Followership: Rethinking the Leadership Paradigm with Purpose*.
- 2009 - Awarded the Silver Medallion by Ukraine’s Dragomanov National Pedagogical University in recognition of special achievement in the field of education in Ukraine, for participation in the development and implementation of new educational state standards, and for creative use of new pedagogical technologies.