

CURRICULUM VITA

Nailin Bu

EDUCATION

1992	Ph.D.	Organizational Behaviour	University of British Columbia, Vancouver, B.C. Canada
1985	M.Sc. (Course Completion)	Macroeconomics and Management	Shanghai Jiao Tong University Shanghai, China
1983	B.Sc.	Computer Science	Fudan University, Shanghai, China

PROFESSIONAL EXPERIENCE

July 2001 -	Associate Professor of International Business (Tenured) School of Business, Queen's University, Kingston, Ontario, Canada
July 1995 - June 2001	Assistant Professor of International Business (Tenure track) School of Business, Queen's University, Kingston, Ontario, Canada
July 1992 - June 1995	Assistant Professor (Tenure track) School of Business, University of Victoria, Victoria, British Columbia, Canada
July 1991 - June 1992	Visiting Lecturer School of Business, University of Victoria, Victoria, British Columbia, Canada
Sept 1990 - April 1991	Instructor Faculty of Commerce and Business Administration, University of British Columbia Vancouver, British Columbia, Canada
May 1987 - Jan 1988	Research Assistant Faculty of Commerce and Business Administration, University of British Columbia.

MAJOR FIELDS OF RESEARCH AND TEACHING INTEREST

Cross-Cultural Management
Doing Business in China and the Asia-Pacific Region
International Human Resource Management
International Business Strategy
Country Risk Assessment

PUBLICATIONS

- Bu, Nailin** & Roy, Jean-Paul. (Forthcoming). Guanxi Practice and Quality: A comparative analysis of Chinese managers' business-to-business and business-to-government ties. Management and Organization Review.
- Bu, Nailin**, McKeen, Carol. A., & Shen, Wengo. (2011). "Behavioural indicators of turnover intentions: The case of young professionals in china". *International Journal of Human Resource Management*, Vol. 22: 3338–3356.
- Bu, Nailin** & Roy, Jean-Paul (2008). Chinese Managers' Career Success Networks: The Impact of Key Tie Characteristics on Structure and Interaction Practices. *International Journal of Human Resource Management*, 19: 1088-1107.
- Arnold, Stephen J., **Bu, Nailin**, Gerhard, Ulrike, Pioch, Elke & Sun, Zhengxin (2006). The Institutional Semiotics of Wal-Mart Flyers and Signage in the United States, United Kingdom, Germany and China. In Brunn, S. D. (Ed.), *Wal*Mart World: The World's Biggest Corporation in the Global Economy*. New York: Routledge.
- Bu, Nailin** & Roy, Jean-Paul (2005). Career success networks in China: Sex differences in homophily and social exchange practices. *Asia Pacific Journal of Management*, 22: 381-403.
- McKeen, Carol A. & **Bu, Nailin** (2005). Gender roles: An examination of the hopes and expectations of the next generation of managers in Canada and China. *Sex Roles*, 52: 533-546.
- King, Ruth & **Bu, Nailin** (2005). Perceptions of the mutual obligations between employees and employers: A comparative study of new generation IT professionals in China and the United States. *International Journal of Human Resource Management*, 16: 46-64.
- Wang, Bruce, C-Y. & **Bu, Nailin** (2004). Attitudes toward international careers among male and female Canadian business students after 9-11. *Career Development International*. 9: 647-672.
- Bu, Nailin**, Peng, T. K. & Craig, Timothy J. (2003). Abstract questions vs. vignettes: Exploring response biases in cross-cultural management studies involving PRC, Taiwanese and U.S. respondents. *Pan Pacific Business Review*. 6(2): 179-194.
- Bu, Nailin** & McKeen, Carol. A. (2002). Introduction. *Women in Management Review: Gender issues in multinational corporations*, 17: 48-50.
- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (2001). Acceptance of supervisory direction in typical workplace situations: A comparison of U.S., Taiwanese and PRC employees. *International Journal of Cross Cultural Management*, 1(2): 131-152.
- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (2001). Reaction to authority. *Thunderbird International Business Review*, 43(6): 773-795.
- Bu, Nailin**, Peng, T. K. & Craig, Timothy J. (2001). Employee reactions to supervisory direction in four types of firms in Taiwan: The effects of company policy, peer consensus and independent assessment. *Asia-Pacific Journal of Management*. 18: 45-67.

- Bu, Nailin**, & McKeen, Carol A. (2001). Work goals among male and female business students in Canada and China: The effects of culture and gender. *International Journal of Human Resource Management*, 12(2): 166-183.
- Bu, Nailin**, & McKeen, Carol A. (2000). Work and family expectations of the future managers and professionals of Canada and China. *Journal of Managerial Psychology*, 15(8): 771-790.
- Rodrigues, C. A., **Bu, Nailin**, & Min, Byung. (2000). Learners' training approach preference: National culture as a determinant. *Cross-Cultural Management: An International Journal*, 7(1): 23-32.
- Bu, Nailin**, & Xu, Ji-liang. (2000). Work-related attitudes among Chinese employees vis-a-vis "American" and "Japanese" management models. In M. Warner (Ed.), *Changing workplace relations in the Chinese economy: Beyond the iron rice bowl* (pp. 185-204). London: Macmillan.
- Bu, Nailin** & Xu, J. L. (1999). Consensus and alienation: Changing attitudes among Chinese employees during the reform. *Journal of Asian Business*, 15(3): 1-25.
- McKeen, C. A. & **Bu, Nailin**. (1998). Career and life expectations of Chinese business students: The effects of gender. *Women in Management Review*, 13: 171-183.
- Bu, Nailin** & Xu, Ji-liang. (1996). Strategic Human Resource Management. In M. K. Nyaw & C. M. Lau (Eds.), *Contemporary theories of management* (pp. 337-356). Hong Kong: Commercial Publisher Ltd. (In Chinese Language)
- Bu, Nailin**. (1994). Red cadres and specialists as modern managers: An empirical assessment of managerial competencies in China. *International Journal of Human Resource Management*, 5(2): 355-381.
- Bu, Nailin** & Mitchell, Vance F. (1992). Developing the PRC's managers: How can Western experts become more helpful? *Journal of Management Development*, 11(2): 42-53.
- Moore, Larry F. & **Bu, Nailin**. (1990). Human resource planning in Canada: A perspective. *Asia Pacific Human Resource Management*, 28(3): 5-55.
- Chiu, Eva, & **Bu, Nailin** (1990). Internal labour markets: An analytical framework for comparative studies in human resources management. In K. Rowland, B. Shaw, J. Beck, & J. Ferris (Eds.), *Research in personnel and human resource management (Supplement 2)* (pp. 263-277). Greenwich, CT: JAI Press Inc.

EDITORIAL ACTIVITIES

- Bu, Nailin** & McKeen, Carol A. Guest Editors. (2002): Special Issue of *Women in Management Review*: Gender issues in multinational corporations, 17.
- Bu, Nailin** & Smith, Matthew Smith, Eds. (2001): Conference Proceedings of the Ninth Annual Competition and Conference: *Building Bridges across the Pacific*. Toronto, March 2001.
- Canadian Regional Coordinator: *Conference on International Business with China: Opportunities and Challenges*, Beijing, China. June 1997. Advised the chief organizer on ways of publicizing the conference among Canadian academics, corresponded with paper contributors, and organized the review of submissions.

RESEARCH GRANTS

Year	Funding Source & Research Topic	Amount of Award	My Role
2006	Annual General Research Grants Competition, School of Business -- <i>psychological contract violation and its impact on employee performance in the context of China's service sector</i>	\$9,950	Principal Investigator
2006	Social Sciences and Humanities Research Council of Canada (SSHRC) Major Collaborative Research – Stage 1 – Letter of Intent – Immigrant Businesses	\$20,000	Co-applicant (U of T's Eric Fong as the lead investigator)
2002	Annual General Research Grants Competition, School of Business -- <i>An In-depth Study of the Social Networking Practices of Senior and Mid-level Managers in China's State and Non-State Sectors</i>	\$5,498	Principal Investigator
2002	Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant -- <i>Determinants of Voluntary Turnover Among Male and Female Professionals in China</i>	\$83,564	Principal investigator (with Carol McKeen as the co-Investigator)
2001	Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant -- <i>Retail globalization: The case of Wal-Mart (in UK, Germany and China)</i>	\$128,446	Collaborator (with Steve Arnold as the principal investigator and 3 other collaborators)
2000	Annual General Research Grants Competition, School of Business -- <i>Determinants of voluntary turnover among male and female young professionals in China: Data collection travel expenses</i>	\$6,000	
2000	CGA Ontario International Business Research Centre -- <i>Determinants of voluntary turnover among male and female young professionals in China: Data collection course release</i>	\$8,000	
2000	SSHRC Special Research Initiative -- <i>Determinants of voluntary turnover among male and female young professionals in China: Literature review</i>	\$5,000	Co-Investigator (with Carol A. McKeen)
1997	Centre of International Business Studies, Univ. of British Columbia -- <i>Two panel studies of employee values and employment practices in Shanghai, China</i>	\$2,000	Co-Investigator (With P. Devereaux Jennings)
1997-1998	Annual General Research Grants Competition, School of Business -- <i>General research activities</i>	\$4,000	Principal Investigator
1997	D.I. McLeod Term Research Assistantship -- <i>Career expectations and satisfaction of male and female CGA students in China</i>	\$1,800	Co-Investigator (with Carol A. McKeen)
1997	Research Program, School of Business, Queen's University: <i>Career expectations and satisfaction of male and female CGA students in China</i>	\$1,000	Co-Investigator (with Carol A. McKeen)
1996	CGA Canada International -- <i>Career expectations and satisfaction of male and female CGA students in China</i>	\$2,500	Co-Investigator (with Carol A. McKeen)
1996	CGA Ontario International Business Research Centre -- <i>Career expectations and satisfaction of male and female CGA students in</i>	\$15,000	Co-Investigator (with Carol A.

Year	Funding Source & Research Topic	Amount of Award	My Role
	<i>China</i>		McKeen)
1996	Ministry of Education, Taiwan: Chinese Studies Faculty Research Award Program for Canadians -- <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$5,000	Principal Investigator
1995	Annual General Research Grants Competition, School of Business: <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	One course release	Principal Investigator
1995	D.I. McLeod Summer Research Assistantship – <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$1,800	Principal Investigator
1995	D.I. McLeod Term Research Assistantship -- <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$900	Principal Investigator
1995	Faculty Research Grant, Office of Research Administration, University of Victoria -- <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$3,048	Principal Investigator (with Tim Craig as Co-Investigator)
1994	Centre for Asia-Pacific Initiatives, Univ. of Victoria -- <i>Managerial reactions to self-enhancing vs. Modesty behaviours: A Canadian and Chinese comparison</i>	\$1,260	Principal Investigator
1994	BC Asia Pacific Scholars Awards, Government of British Columbia -- <i>Research and teaching trip to China</i>	\$2,000	Principal Investigator
1985-1990	Canadian International Development Agency Scholarship		

PROFESSIONAL PUBLICATIONS AND REPORTS

Bu, Nailin (2014). Building Social Networks in China. QSB Insight White Paper Series.

McKeen, Carol. A., & **Bu, Nailin**. (1998). Accounting for yin-yang. *CGA Magazine*, February: 18-24. (Cover feature article)

Bu, Nailin, Xu, Ji-liang, & Craig, Timothy J. (1996). Reacting to control: A comparison of Chinese, American and Japanese employees. In *Approaching Asia: Publication of Center for Canada-Asia Business Relations at Queen's University*, 2(3): 3-4.

Bu, Nailin. (Forthcoming). Occupational opportunity, career progression and work experience of immigrants in the Canadian labour market. Window feature to appear in G. Dessler & A. Turner, *Human Resource Management in Canada*. (Publisher undecided).

Bu, Nailin. (1994). Report from China. *Asia-Pacific News: Newsletter of the Centre for Asia-Pacific Initiatives at University of Victoria*, February: 2.

Murphy, Peter, & **Bu, Nailin**. (1992). An evaluation of the consultant tendering process for the Research and Information Management Branch of the British Columbia Ministry of Tourism. Technical report prepared for the *B. C. Ministry of Tourism, Research and Administration Management Division*.

REFEREED CONFERENCE PROCEEDINGS AND PRESENTATIONS

- Roy, Jean-Paul & **Bu, Nailin** (2013). Guanxi practice and quality: A comparative examination of business and government ties in China. Paper presentation at *Academy of International Business Southeast Asia Regional Conference*, December 5-7. Bali, Indonesia.
- Bu, Nailin** & Roy, Jean-Paul. (2013). Guanxi development, exchange and interaction practices across firm boundaries in China. Paper presentation at the *Academy of Management 2013 Annual Meeting*, August 9-13. Orlando, FL.
- Bu, Nailin** & Roy, Jean-Paul (2012). Guanxi practice: A comparative examination of business and government ties. Paper presentation at the *2012 Asia Academy of Management Conference*, December 10-12, Seoul, Korea. (Peer reviewed)
- Bu, Nailin** & Roy, Jean-Paul (2006). Chinese Managers' Career Success Networks: The Impact of Key Tie Characteristics on Structure and Interaction Practices. Paper presentation at the *Fifth Asia Academy of Management*, Tokyo, December.
- Arnold, Steve J., Shen, Wenguo, **Bu, Nailin**, Sun, Zhengxin. (2006). *Retail Food Store Patronage and Wal-Mart Performance in China*. Presented at the Globalizing Retail Seminar, University of Surrey, UK. July 18.
- Bu, Nailin** & Roy, Jean-Paul (2004). Career success networks in China: Sex differences in homophily and social exchange practices. Paper presentation at Asia-Pacific Journal of Management Special Issue Conference – Networks in Asia-Pacific Business. Shanghai, China. December.
- Bu, Nailin** & Roy, Jean-Paul (2004). Career success networks in China: Sex differences in homophily and social exchange practices. Paper presentation at the *Fourth Asia Academy of Management Conference*. Shanghai, China. December.
- King, Ruth & **Bu, Nailin** (2003). The psychological contract comparison between USA and Chinese IT professionals. Paper presentation at the Americas Conference in Information Systems. Tempa, FL. August.
- McKeen, Carol & **Bu, Nailin** (2002). The dreams and realities of the next generation of managers in China and Canada. Accepted for presentation at the *Third Asia Academy of Management Conference*. Bangkok, Thailand.
- Roy, Jean-Paul & **Bu, Nailin** (2002). Individualism-collectivism and social network preferences. Presentation at the *Academy of Management Annual Meetings*, Denver, CO.
- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (November 2000). The impact of company policies, peer consensus and independent assessment on reactions to authority: a comparison of Japanese, Taiwanese and PRC employees. Paper presentation at the *Academy of International Business Annual Meeting*. Phoenix, AZ.
- Bu, Nailin**, Peng, T. K. & Craig, Timothy J. (August 2000). Employee reactions to supervisory direction in four types of firms in Taiwan: The effects of company policy, peer consensus and independent assessment. Paper presentation at the *Academy of Management Annual Meetings*, Toronto, Canada.

- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (November 1999). Acceptance of supervisory authority under typical workplace conditions among U.S., Taiwanese and PRC employees. Paper presentation at the *Academy of International Business Annual Meeting*. Charleston, SC.
- McKeen, C & **Bu, Nailin**. (December 1998). Career and life expectations of Chinese and Canadian business students: Cross-national and sex differences. Paper presentation at the *Inaugural Conference of the Asia Academy of Management*. Hong Kong.
- Bu, Nailin**, Craig, Timothy J. & Peng, T. K. (October 1998). Abstract question and response bias in cross-cultural studies involving PRC, Taiwanese and U.S. respondents. Paper presentation at the *Academy of International Business Annual Meeting*. Vienna, Austria.
- Rodrigues, Carl. A., **Bu, Nailin**, & Min, Byung. (July 1998). Learners' training approach preference: National culture as a determinant. Paper presentation at the *International Federation of Scholarly Associations of Management's Fourth World Congress*. Madrid, Spain.
- McKeen, C. & **Bu, Nailin**. (June 1998). Career and life expectations of Chinese business students: The effects of gender. Paper presentation at the *Annual Meeting of Administrative Science Association of Canada*. Saskatoon, SA.
- Bu, Nailin** & Craig, Timothy J. (June 1997). Toward effective methods of organizational control: A comparative study of PRC and U.S. employees. *Conference proceedings: International Business with China: Opportunities and Challenges*. Beijing, China.
- Bu, Nailin** & Xu, Ji-liang. (November 1996). Changing attitudes toward work and organization: A longitudinal study of Chinese employees. *Proceedings of the Third Annual International Conference of Human Resource Management in the Asia-Pacific Region*. Kaohsiung, Taiwan.
- Xu, Ji-liang, & **Bu, Nailin** (October 1995). Employee compliance with hierarchical control: PRC employees compared with U.S. and Japanese employees. Paper presentation at the *Hitotsubashi-Organization Science Conference*. Tokyo, Japan.
- Bu, Nailin**, Jennings, P. Devereaux, & Xu, Ji-liang. (August 1995). Basics and beyond: Benefits and participation as work values in Shanghai. Paper presentation at the *Academy of Management Annual Meetings*. Vancouver, BC, Canada.
- Bu, Nailin**, Jennings, P. Devereaux, & Xu, Ji-liang. (December 1994). Managerial values, workplace attitudes and HR practices: The case of Shanghai, *Proceedings of Canada-China Business Linkages: Growth and Sustainability*. Vancouver, B. C., Canada.
- Bu, Nailin**. (December 1993). Learning style and pedagogical preference: A field study of business students from Canada and Taiwan. Paper presentation at the *Annual Conference of the European International Business Association*. Lisbon, Portugal.
- Bu, Nailin**. (October 1993). From specialists and bureaucrats to modern managers: Managerial Competencies in the People's Republic of China. Paper presentation at the *Academy of International Business Annual Meeting*. Maui, Hawaii.
- Bu, Nailin**. (June 1993). Understanding the nature of management across nations: A geocentric perspective. *Proceedings of the Administrative Sciences Association of Canada Annual*

Conference. Lake Louise, AL, Canada.

Bu, Nailin. (May 1993). Studying organizational flexibility across nations: Incorporating the concept of national culture. Paper presentation at the *Colloquium on Flexibility in Organizations*. Victoria, BC, Canada.

Rodrigues, C. A. & **Bu, Nailin.** (November 1992). The European Community 1992: External international firms' perception of its opportunities and threats and their strategies. Paper presentation at the *Academy of International Business Annual Meeting*. Brussels, Belgium.

Eldridge, D. & **Bu, Nailin.** (June 1992). Impacts of culture on reward distribution in the workplace. *Proceedings of the Third Conference on International Personnel and Human Resources Management (Vol. 2)*. Berhamsted, UK.

Bu, Nailin. (June 1992). A geocentric and synthetic framework for studying organizational management in a globalized business environment. *Proceedings of the 1992 Western Regional Meeting of the Academy of International Business* (pp. 233-248). Victoria, BC., Canada.

Sheltzer, Larry, Wehrung, Don, & **Bu, Nailin.** (1991). Human resource management training in the People's Republic of China: Experiences from an executive development program. Paper

INVITED LECTURES AND ADDRESSES

- 2012 “ABC's of Doing Business in China”. Invited speaker at a Global China Connection event at Queen's University. November 14 2012.
- 2012 “Winning China's Billion: Marketing Strategy in China”. Invited speaker by FT-MBA students' International Management Club. August 2 2012.
- 2012 “Guanxi Building 101”. Invited speaker at the “Doing Business in China” workshop as part of the B Comm Senior Communications Workshops. March 26 2011.
- 2011 “Guanxi Building 101”. Invited speaker of Queen's University B Commerce Senior Communications Workshop “Doing Business in China”. November 8.
- 2011 “The Momentum of China's Economic Development in the Coming Decades”. Invited speaker at the Queen's Symposium on The People's Republic - China's Future Path. March 11-12.
- 2011 “Canada and a Rising Asia”. Panelist at the Q'BET Conference. Kingston, ON. Nov 3-5.
- 2010 “The Path of China's Economic Development and Success Factors of Western Businesses in China: Looking Forward into the Next Few Decades”. Invited speaker at the Canada-China Friendship Society. Ottawa. April 29.
- 2006 “Sino-Western cultural differences and Implications for successful social and business interactions in North America.” Workshop for CGA Canada in China. Shanghai, March 5 and Beijing. March 10.
- 2005 “Outsourcing to China and India”. Panelist at the Q'BET Conference. Kingston, ON. November 5.
- 2005 “Barriers to Intercultural Communication”. Keynote speaker at AIESEC-Queen's Ontario-Quebec

- Chapter Conference. Kingston, ON. January 28-30.
- 2004 Roundtable on Emerging China Research Agenda. First China Research Symposium at Queen's University. Kingston, ON. October 28.
- 2004 "Cultural Differences and Doing Business in Western Countries" Guest speaker to MBA students at Zhongshan University, Guanzhou, China. March.
- Bu, Nailin, Craig, Timothy J., & Peng, T. K. (2004). Acceptance of supervisory authority under typical workplace conditions among U.S., Taiwanese and PRC employees. Paper presented at the Second Annual Conference of Taiwan Studies Scholars and the Canadian Asian Studies Association Annual Conference. Calgary, AB. October.
- Bu, Nailin, Peng, T. K. & Craig, Timothy J. (2003). Employee reactions to supervisory direction in four types of firms in Taiwan: The effects of company policy, peer consensus and independent assessment. Paper presented at the First Annual Conference of Taiwan Studies Scholars. Ottawa. November.
- 2002 "Networking in China." Guest speaker to Executive MBA class at the Boeing School of Business, St Louis, MO: Saint Louis University.
- 2001 "Societal and business cultures in Canada." Guest speaker at International MBA class at the School of Management, Fudan University, Shanghai, China.
- 2001 "Doing business in China." Speaker at the AIESEC Ontario chapter conference, Queen's University.
- 1999 "Cross-cultural challenges." Guest speaker for a course entitled "*Beyond Academia*" at the Medical Research Council of Canada's Group in Sensory-Motor Neuroscience, Queen's University.
- 1999 "What matters in China." Speaker at the *Asian Business Consortium Round Table*. University of Toronto.
- 1998 "Cross-cultural challenges." Guest speaker at a course entitled "*Beyond Academia*" at the Medical Research Council of Canada's Group in Sensory-Motor Neuroscience, Queen's University.
- 1997 "Working in China: Opportunities and challenges." Speech at the *Canada-Asia Business Relation Centre Career Week*. Queen's University. Kingston, ON., Canada
- 1997 "Management in the People's Republic of China in comparison with the West: Convergence, divergence or crossvergence?" Speech at the *Centre for Asia-Pacific Initiatives Forum: Chinese Interpretation of Western Institutions*. University of Victoria. Victoria, B.C.
- 1994 "The impact of culture on reward distribution in work group." Speaker at the *First Annual Centre for Asia-Pacific Initiatives Student Forum: The Canadian Asian Link*. University of Victoria. Victoria, B.C.
- 1994 "Evolution of Western Management Theories." Keynote speaker at the *Annual Meetings of Shanghai Behavioural Science Society*. Shanghai, China.

- 1994 “Globalization of Business and International Management.” Three-day *workshop on International Management* for Chinese senior managers sponsored by CIDA and Shanghai Jiao Tong University. Shanghai, China.
- 1994 “The current state of management education in the West.” Workshop for faculty at the business school of Zhejiang University of Science and Technology. Hangzhou, China.
- 1994 “Managerial skills in Mainland China.” Speaker at the Symposium on Economic and Management Issues in Mainland China organized by the College of Management, Sun Yat-sun University. Kaohsiung, Taiwan.
- 1994 “Cross-cultural management research.” Research seminar for graduate students, College of Management, Sun Yat-sun University. Kaohsiung, Taiwan.

COURSES TAUGHT

Global Leadership Across Cultures
Managing in Multicultural Environment (Cross-Cultural Management & International Human Resource Management)
Doing Business in the Asia-Pacific Rim
Emerging markets: Focus on China
International Business Strategy
International Business (Country Risk Analysis)
Organizational Behaviour

PARTICIPATION IN LEARNED AND PROFESSIONAL SOCIETIES

Member, Academy of Management
Member, Academy of International Business

LANGUAGES

English
Chinese (Mandarin)