



**Asia Pacific Leaders**

**2010**

## **APL Education Program Calendar**

### **2010 First Schedule**

<b>April 20~ June 5</b>	Application for APL Education Program Application for Admission for students with APL Scholarships (One student from each BOD Member Universities)
<b>April 20~June 25</b>	Application for APL Education Program Application for Admission (Non-BOD or BOD Member University Students without Scholarships)
<b>July 1</b>	Orientation and Respiration
<b>July 2</b>	Orientation and Welcome Dinner Party
<b>July 3</b>	Namsan Hanok Village/ Soul City Tour/ Namsan Tower
<b>July 4</b>	TBA (Voluntary Activities)
<b>July 5</b>	First Morning and After Classes Begin
<b>July 7</b>	Korean Cultural Experience Institution (Hanyang University)
<b>July 10</b>	Bay (Water Park) Check in Yangji Pine Resort
<b>July 11</b>	Check Out Yanji Pine Resort and Visit Korean Folk Village
<b>July 14</b>	B-boy Performance
<b>July 17</b>	Boryeong Mud Festival (Alternative activity might be arranged)
<b>July 18</b>	TBA (Voluntary Activities)
<b>July 21</b>	Movie Night
<b>July 29</b>	Farewell Party and Dinner
<b>July 30</b>	APL Education Program Ends (Dormitories are Closed)



### **APL Education Program**

Asia Pacific Leaders Program is offering its prestigious, challenging, yet exciting study abroad opportunities through its leadership program with universities in Asia Pacific and students worldwide. Every summer session, APL students will experience one month of accelerating leadership program with students from Asia Pacific Universities.

This APL Education Program shall accept students' applications from member universities and some selected students of all countries around the world, who wishes to study at the APL host university to gain leadership knowledge and have credits transfer to students' universities.

### **APL Education Program's Unique Style**

APL Education Program is special; the annually selected host university shall provide an unique opportunity for all APL students. Yearly the new counties and different hosting university shall be selected by the APL Board of Directors Member Universities. The APL Education Program shall carry different activities, diversely select invited speakers, and courses each year. This program shall carry the flavor of the unique and importance of the each individual Asia Pacific counties as APL visits to carry APL Education Program annually.

### **Students' Benefits**

- 1) Certificate issued by APL
- 2) Credit transfer up to 6 credits (with home university's approval)
- 3) Knowledge on the issues of Asia Pacific
- 4) Enhancing leadership for Asia Pacific
- 5) Networking with other future Asia Pacific Leaders
- 6) Opportunity with renowned speakers and leaders from the world
- 7) Experiencing and learning culture of Asia Pacific
- 8) Understanding and learning leading corporations by fieldtrips

### **Tuition**

- 1) Selected one student from each BOD Member University will receive scholarship by APL
  - a. Tuition
  - b. Accommodation with breakfast
  - c. All fieldtrips
- 2) Students Pay
  - a. Air tickets
  - b. Meals (Lunch and Dinner)
  - c. Books and Living expenses
  - d. Insurance
  - e. Personal expenses

**Program Timeline**

Date: 1<sup>st</sup> July 2010 – 31<sup>st</sup> July 2010

Location: Hanyang University, Seoul, Korea

**How to Apply**

Deadline application: 5<sup>th</sup> June 2010

(Student's application will be reviewed by first come first serve order)

**All applications must sent to:**

APL Office

Room 121, International Studies Hall, Korea

University, Anam-dong, Seongbuk-gu, Seoul, Korea 136-701

Tel: (82 2) 3290 2939 Fax: (82 2) 921 0684

Email: [apl@apleaders.org](mailto:apl@apleaders.org)

Website: <http://www.apleaders.org>

**Courses**

1. Issues in Asia Pacific
  - 3 credits
  - 3 professors team teaching
  - Asia Pacific Society
  - Asia Pacific History and Culture
  - Asia Pacific Economics
  - Cultural experiences by field trips
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2. Understanding and Enhancing Leadership
  - 3 credits
  - Role play
  - Case analysis
  - Meeting leaders
    - Guest speakers
    - Field trips
    - Young Leaders Club
  - Voluntary social service
  - Student organization activity

**Offers:****Lectures in English**

All lectures shall be in English

Some invited speakers may have translators assist at the location.

**Students:**

Board of Director Member University Students

Member University Students

Selected/Invited for Non-Member University Students

Undergraduate Students

Post Graduate Students



## Leadership Program

### COURSE SYLLABUS

APL (Asia Pacific Leadership) Summer, 2010

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**Instructor:**

Tai Gyu Kim

E-mail: kimt@korea.ac.kr

Office:

Phone:

Office Hours: By appointment

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**Class meetings:**

Mon, Tue, Thu & Fri

unless notified otherwise

1:30-4:30

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**Course Overview:**

This course focuses on the theory and application of leadership. Leadership is an influence relationship among leaders and followers who intend real changes that reflect their shared purposes.

The overall course objective is to teach you the skills essential to be an effective leader as a contributing member of the society in today's global business environment. This objective will be achieved by exposing you with a variety of theories and applications which also include field exercises and role-plays. At the end the course, you are expected to find yourself improve your leadership potential through:

- Understanding better the meaning of effective leadership
- Exercising on a variety of leadership capabilities
- Having better and significant influence on people around yourself
- Meeting and researching leaders of your interest

**Course Material:**

The course's textbook is The Art of Leadership (3<sup>rd</sup> Edition) by G. Manning & K. Curtis. R. Gareth. Other materials for role-play and in-class exercises will be distributed in class.

**Details of Some Important Class Activities:****Senior Leader Case Analysis**

This assignment is designed to apply the knowledge you gain in class to tackle real issues of leadership in real organizations. Each Project Group will be required to interview at least one senior leader regarding their leadership experiences. Your group can choose to interview more leaders. This leader can be from a firm you previously worked for, from firms you would like to work for, or simply from industries that interest you.

The "firm" doesn't necessarily have to be a large firm. It could be any organization ranging from a non-profit organization to a local restaurant. There is no standardized interview format that I require you to use but the fundamental question that this project should try to answer is "how effective leaders influence other people in a desired direction?" "Do class-room learning



experiences hold true in real-world practices?” “If so, how?” “If not, why?”

This is an opportunity for you to explore a person or an industry in which you are interested. You will want to pay attention to issues from class that interests you. Please do not attempt to cover too many issues from class. It won't be very feasible. You may want to pick one or maybe two issues that most interest you.

Each member of a group will turn in a team evaluation form that assesses the contribution of the group members. Self-assessment should be included as well. The form is included in Appendix.

Each group will make a 20-30 minute presentation of the results of the interview. Also, some background information about the organization of the leader will be a valuable component of the presentation.

### **Role-Play Exercises**

Preparation is probably the single most important thing you can do to improve your performance in any role-play exercises. In class, it is essential that you read and prepare for each of two role-play exercises. Lack of preparation destroys the value of in-class role-play exercises, not only for you, but also for your partners. Participation in the role-play exercises necessitates full preparation, and lack of preparation will be treated as an absence.

You will be required to turn in planning documents for each role-play exercise over the course. There is no specific format of planning document and you may create your own. It should include the things you find to be most useful. Your customized planning documents can and should be different for each exercise, and may be as long or short as you need it to be. Planning documents must be handed in on the day you complete the role-play for which you prepared them. (Only hard copies are accepted on the day of role-play)

### **Course Policies:**

- 1) I will do my best to teach you the theories and practices of leadership.
- 2) I will always try to be fair and straightforward with regard to grading and other class-related issues.
- 3) I promise to find responses to questions related to course content that I do not already know.
- 4) Please commit to respecting each other's opinions, thoughts, and ideas, particularly those raised in class. Open and useful discussion depends on mutual respect not only between instructor and student, but also between students.
- 5) Please contact me in advance if you have any requests, problems, or issues related to the course. If you have questions about the material—please feel free to email or call me to set up the time to discuss your questions.
- 6) Late assignments will not be accepted.



## Professionals Information

**Professor, Tai Gyu KIM, Ph.D.'s information:**

### Curriculum Vita

#### **Tai Gyu Kim**

Business School, Korea University

Voice: 82-2-3290-2828

E-mail: kimt@korea.ac.kr

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### Education

**Carnegie Mellon University**, Pittsburgh, PA  
Ph. D in Organizational Behavior and Theory, 2004

**Carnegie Mellon University**, Pittsburgh, PA  
M.S. in Organizational Behavior and Theory, 2002

**Texas A&M University**, College Station, Texas  
Master of Science in Human Resource Management, 2000

**Seoul National University**, Seoul, Korea  
Bachelor of Business Administration, 1997

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### Research Interests

Organizational behavior. Specific topics include: organizational citizenship behavior, psychological contract, contingency thinking and decision, biases in decision making, idiosyncratic deal, organizational change, human resource management practices, and leadership

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### Teaching Interests

Organizational behavior, negotiations, organizational change, managing in a virtual environment, distance education, organizational management, business ethics, leadership, research methods and change management

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### Experiences

#### **Assistant Professor (Tenure Track)**

**Korea University**, Seoul, Korea, 2007-Present (Business School)

#### **Assistant Professor (Tenure Track)**

**University of Delaware**, Newark, DE, 2004-2007 (Alfred Lerner College of Business & Economics)



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**Management & Organizational Behavior (Undergraduate)**  
**Organizational Change & Development (MBA)**  
**Negotiations (Undergraduate)**

**Adjunct Assistant Professor**

**Carnegie Mellon University**, Pittsburgh, PA, Spring 2004

**Managing in a virtual environment**

- Master's course at Heinz School of Public Policy and Management
- One on-line section and two regular sections

**Instructor**

**Carnegie Mellon University**, Pittsburgh, PA, Summer 2003

**Organizational Behavior**

- Undergraduate course at College of Business Administration

**Carnegie Mellon University**, Pittsburgh, PA, Spring 2003

**Organizational Management**

- Master's course at Heinz School of Public Policy and Management

**Carnegie Mellon University**, Pittsburgh, PA, Spring 2002

**Managing in a Virtual Environment**

- Co-taught master's course at Heinz School of Public Policy and Management

**Carnegie Mellon University**, Pittsburgh, PA, Summer 2002

**Survey and Analysis**

- Taught research methods to visiting Mexican PhD students

**Academic Advisor**

**Carnegie Mellon University**, Pittsburgh, PA, Summer 2003

**Graduate Student Advisor at Heinz School of Public Policy and Management**

- Advised master's student's independent study on organizational citizenship behavior and internship experiences

**Teaching Assistant**

**Carnegie Mellon University**, Pittsburgh, PA, Sep '00 – May '04

- Negotiation (MBA Course, 5 sections)
- Analysis of Business Condition (MBA Course, 3 sections)
- Organizational Behavior (Undergraduate Course, 3 sections)

**Texas A&M University**, College Station, Texas, Sep '99 – May '00

- Business Strategy (Undergraduate Course, 2 sections)

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**Publications**

Kim, T., Hornung, S. & Rousseau, D. M. 2010 Change-supportive employee behavior: Antecedents and the moderating role of time. *Journal of Management*, in-press.

Kang, S., & Kim, T. 2009. Opinion Leaders, Social Capital, and Innovations in Teams. *Seoul Journal of Business*, 15(2): 137-156

Rousseau, D. M., Hornung, S., & Kim, T. G. Forthcoming. Idiosyncratic deals: Testing propositions on timing, content and the employment relationship. *Journal of Vocational Behavior*, 74: 338-348  
 Kim, T. G. 2009. Multiple facets of employee response to organizational change. *Korean Journal of Management*, 17 (1)

Hornung, S. & Kim, T. G. 2009. Initiative und Beteiligung: Zusammenhänge im aktiven Mitarbeiterverhalten [Initiative and participation: Patterns in active employee behavior]. *Zeitschrift für Arbeits- und Organisationspsychologie* [Journal of Work- and Organizational Psychology], 53, 1-10.

Kim, T. G. 2008. Will a good citizen actively support organizational change? Investigation of psychological processes underlying active change support. *Seoul Journal of Business*, 14 (1)

DeKay, M. L., & Kim, T. 2005. When things don't add up: The role of perceived fungibility in repeated-play decisions. *Psychological Science*, 16: 667-672

Moore, D. A., & Kim, T. 2003. Myopic social prediction and the solo comparison paradox. *Journal of Personality and Social Psychology*, 85: 1121-1135

Kim, T., Aquino, K., & McFerran, B. Fairness perceptions of affirmative action decisions: The role of Ideological beliefs and social identification. (Under Review)

Kim, T. G., Lee, J. K., & Lee, J. H. The Effects of Supervisor and Co-worker Relationships on Turnover Intention: A Comparison of South Korea and China (Under review)

Aquino, K., Barclay, L., & Kim, T. Ideological Warfare: How Moral Intuitions Influence Liberals' and Conservatives' Support for Wars of Humanitarian Assistance vs. National Defense (Under review)

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#### **Manuscripts In Preparation**

Aversive Racism and Selection Decisions. With Aquino, K.

Foci of employee commitment: Meta analyses. With Becker, T., Sawyer, J., & Wilson, K. Collecting data.

The Effects of Mandatory Military Service on Organizational Culture and Dynamics of Member Interactions in Korean Firms.

Idiosyncratic deals and psychological contract. With Rousseau, D. M. & Ho, V. T.

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#### **Conference Presentations**





Kim, T, Lee, J., & Lee, J. The Effects of Supervisor Relationship and Co-worker Satisfaction on Turnover Intention: A Comparison of South Korea and China. **Academy of International Business**, San Diego, 2009

Kim, T. Multiple Facets of Employee Responses to Organizational Change. **Academy of Management Annual Meetings**, Anaheim, CA, USA, 2008

Kim, T., & Rousseau, D. Times Change: Employee Motivational Shifts across Phases of Organizational Change, **Academy of Management Annual Meetings**, Anaheim, CA, USA, 2008

Watson, S., Kernan, M., & Kim, T. The impact of abusive supervision on worker attitudes: The effect of differences in cultural values. **Academy of International Business**, Milan, Italy, 2008

Aquino, K., & Kim, T. G. Fairness perceptions of affirmative action decisions: The role of ideological beliefs and ethnic identification. **Society for Industrial and Organizational Psychology Annual Meetings**, New York, 2007

Rousseau, D. M., & Kim, T. G. How negotiating their own employment conditions affects workers' relationships with an employer. **British Academy of Management**, Belfast, Great Britain, 2006. **Best Paper Award**.

Hornung, S., Rousseau, D. M., Glaser, J., & Kim, T. Employee proactivity: Autonomy at work as a predictor and implications for the support of an organizational change process. **Congress of the German Society of Psychology**, Nuremberg, Germany, 2006.

Hornung, S., Rousseau, D. M., Glaser J., & Kim, T. Employee proactivity: Autonomy at work as an antecedent and beneficial effects in an organizational transition. **International Congress of Applied Psychology**, Athens, Greece, 2006.

DeKay, M. L., & Kim, T. When things don't add up: The role of perceived fungibility in repeated-play decisions. **Society for Judgment and Decision Making Annual Meeting**, Minneapolis, MN, 2004

DeKay, M. L., Kim, T., & Tuma, N. Perceived Fungibility and Repeated-Play Decisions. **Society for Judgment and Decision Making Annual Meeting**, Vancouver, B.C., Canada, 2003

Moore, D. A., & Kim, T. Focalism as a Cause of Myopic Social Prediction in Competitive Contexts. **Society for Judgment and Decision Making Annual Meeting**, Kansas City, 2002

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#### Awards and Honors

**2006** Best Paper Award from British Academy of Management. Belfast, Great Britain.



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**2000-2003** William Larimer Mellon Fellowship

**2001** Society for Industrial and Organizational Psychology Doctoral Consortium, Toronto, Canada, 2002

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### **Professional Affiliations and Activities**

**Member:** Academy of Management  
Society for Judgment and Decision Making  
Society for Industrial and Organizational Psychology  
American Psychological Society

**Participant:** Teaching Excellence Program, Eberly Teaching Center,  
Carnegie Mellon University

**Reviewer:** Journal of Organizational Behavior, Journal of Business  
& Psychology, Academy of Management Journal,  
Academy of Management Conference.

**Organizer:** Webmaster for Organizational Behavior and Theory  
Department, Graduate School of Industrial Administration,  
Carnegie Mellon University

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### **Work Experience (Other than Academic Jobs)**

**Carnegie Mellon University**, Pittsburgh, PA, Jan '03 – May '04

Research Assistant

- Project on fungibility and violation of utility function in decision making (Primary investigator: Michael L. DeKay)

**Texas A&M University**, College Station, Texas, Sep '98 – May '00

Research Assistant

- Research Law Firms Performances in comparison to their Human Resources (Primary investigator: Mike Hitt)
- Assisting a Professor in formulation of the Airline Business Strategies (Primary investigator: Javier Gimeno)

**Samsung Corporation**, Seoul, Korea, July '97 – June '98

Gold Dealer in Precious Metal Department

- Performed domestic gold sales
- Exported collected gold through the national movement to overcome the financial crisis

**Diamond Ad (Advertising Company of Hyundai Group)**, Seoul, Korea, Dec '95 – Feb '96

Intern as Account Executive

- Organized the advertisement for personal computers of Hyundai Electronics (HE)
- Performed marketing research for personal computers and found out HE's weakness on the sales network

**Defensive Security Command**, Seoul, Korea, Feb '94 – Aug '95



Administrative Secretary in Human Resource Department for Military Service

- Performed general management for officers – welfare services, leaves, promotion and discharge

**Korean Air Lines**, Seoul, Korea, Dec '93 – Feb '94

Intern as Planner

- Planned special flights to North America for '96 Atlanta Olympic Season

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**Personal**

- Married, one son
- Native speaker of Korean, fluent in English
- 13 years of Judo Experience
- Seoul Citizenship Award in 1993 for stopping three burglars and handing them over to the police
- Member of Seoul National University Judo Team
- Member of Texas A&M University Judo Team



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## **Administrative Information**

### **Credit transfer**

Academic credits earned through the exchange can be transferred under the exchange regulations and used to satisfy degree requirements at home institutions. All students must check with their home institution regarding the credit acceptability of the chosen courses. For each student who has completed his/her courses successfully, a certified transcript of academic performance will be sent to the student's home institution upon request.

### **Assessment**

Each student's academic performance is graded according to the following criteria:

- Exam
- Assignment results
- Attendance
- Class participation
- Group activities

A minimum 90% of attendance is required in order for a student to earn a passing grade.

### **Transcript**

All APL Education Program students shall issue a transcript of Academic Records from a Host University and send it to home university. The courses taken at APL Education Program, grades and the (number of credits earned for each course) official transcript shall be sent automatically to all APL students' home universities.

Additional transcripts may be requested. Transcripts shall not be issued if financial obligations to APL Office have not been met.

### **Course list**

Please note that it is not guaranteed that the same list of courses is offered to students every year.

The list of courses offered in English will be updated and available for you to check online at [www.apleaders.org](http://www.apleaders.org)

### **How to Apply**

The Asia Pacific Leaders are open to current and prospective university students who are interested in becoming a leader for Asia Pacific arena and learn about the Host University through academic and cultural engagement. It is important that you make sure to receive your home institution's requirements and approval before signing up for the APL Program.

All APL applicants should be able to speak English as their mother-tongue as classes are given in English.



### **APL Education Program Enrollment Policy**

Only currently enrolled students can apply to APL Education Program. Only the APL Member Universities are highly eligible to transfer credits with the Host University and home universities. Non-member Universities will need for students to have an additional APL form signed by the home university representative(s) before the program starts.

All APL Students are required to secure the approval of their home university and then forward the completed application to the APL Office.

Founding Member University students nominated by the home university can be accepted by APL Education Program, APL Office maintains the right to review the students nominated for the program, and shall make a final decision concerning admission.

Students from Non-Member universities should first consider consulting with a study abroad coordinator at their home university. Only after securing approval by filling out the APL form signed by the home university representative(s) may apply to the APL Education Program.

#### **Entry requirements and qualifications**

- Accurately complete the application form with essential supporting documents
- **A minimum GPA of 3.0 on a 4.0 scale**
- Must be of a currently enrolled student

#### **Insurance (Students MUST have an insurance)**

- Student may bring their personal insurance (Need a copy of an approval document)
- Student may apply with the Host University at the APL Office.  
(More information TBA)
- Host University shall provide information nearest hospital from the Host University Campus

#### **Scholarship and Sponsors for APL Students**

\*Sponsors information will be announced after the 2010 APL BOD meeting in 15<sup>th</sup> of April.



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### **Application submission**

All students for APL Education Program must submit the following documents to the Office of Asia Pacific Leaders. (All documents submitted with the application shall not be returned to the applicant.)

- One letter of recommendation (Reference for Academic performance and leadership activities)
- Curriculum Vitae

### **All applications must sent to:**

APL Office

121, Anam-dong, Seongbuk-gu, Seoul, Korea 136-701

Tel: (82 2) 3290 2939 Fax: (82 2) 921 0684

Email: [apl@apleaders.org](mailto:apl@apleaders.org)

Website: <http://www.apleaders.org>

**Leadership Awards:** At the end of the program, APL shall provide Awards to APL students who exemplify Leaders of Asia Pacific.

### **Important notice**

All documents must be written in English. Please attach translations in English if the documents are in any other languages.

### **Graduate Students Admission**

All graduate students may apply by using a same form as the undergraduate students' application forms, and check the "Graduate Student" at the top of the application from next to your name.

The graduate students shall receive an approval from their home university representative(s) like undergraduate students to receive up to 6 credits.

### **Housing**

We have dorm rooms for 45 students available for 2010 Host University (Hanyang University)

The dorm rooms are given to the students in first come first serve system and shall be providing to first 45 accepted students. The rest of the other applicants shall become day students and live off campus. For the opening of the dorm rooms and checking out dates will be provided on APL website.



## **To Prepare for Future Leader of Asia Pacific**

### **Dear Asia Pacific Leaders Students,**

APL would like to invite you to our first APL Education Program. It is our wish and hope for you to absorb and practice an inspirational leadership knowledge to share with other students after the APL program experience.

By visiting Korea this year 2010, the APL Education Program students will experience an exciting opportunity to strengthen not just your leadership, academic, and cultural knowledge but also develop yourself to find better direction for your future career potentials.

For the students, being away from home for the first time and visiting a different country can be a challenging experience. Therefore the office of Asia Pacific Leaders will help you to prepare for the adventure and experience of studying overseas. The information and support will be given from the APL office.

1. Companied with other students from least 14 other countries
2. Handy information about being away from home
3. Listings of the necessary items to pack and bring
4. Support and emergency service information
5. Information on how to adjust to a new culture

This information will be provided and can be seen at the APL website at [www.apleaders.org](http://www.apleaders.org).

APL and Host University will provide help for all students needs. All APL students can contact APL Office +82((0)2)3290-2939 or contact Elizabeth Kim at +82((0)10) 5878-9978. APL Office will be available daily to assist all APL Student during the APL Education Program.

APL Education Program provides a leadership program and students can receive up to 6 credits study abroad with other prestigious students from at least 23 different universities living together during one month in dormitory of APL Host University or attend as a day student.

The APL students who are not citizens to the hosting University must enroll as full-time visiting students in order to meet the hosting country's immigration requirements.

This program mainly aims for students who want to become next Asia Pacific Leaders.

Asia Pacific Program will help students to learn to grasp the importance of each country's needs, and provide opportunity to establish broad range of network to bridge neighbor countries with unlimited universities gather internationally through its experience and leadership program.

The Asia Pacific Education Program's benefits are diverse in terms and conditions of the exchange agreement with APL Office and Host University along with home universities. The reciprocal regulations between Host University and home universities will be provided in detail on the APL handbook on the "exchange of



benefits” along with other agreement regulation, student tuition fees with dorm room and board regulations at the APL website ([www.apleaders.org](http://www.apleaders.org)) or APL handouts ( which will be provided during the registration at the Host University. Exchange students are also responsible for their own travel, medical insurance and other personal expenses.