

## Access to Experts



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Head of Research, Human Capital, Asia Pacific

Vijayan P. Munusamy is head of research, human capital, Asia-Pacific, for The Conference Board. He is responsible for developing research related to talent management, evidence-based human resources, strategic workforce planning, diversity and inclusion, and workforce readiness.

Previously, he was senior researcher at the Center for Creative Leadership, where he examined leadership development in the context of culture and was a leadership coach. He is recognized as a thought leader in cross-cultural leadership and has served as an expert member of the World Bank Institute's Roundtable on Leadership for Development Impact—"Getting Things Done."

Munusamy's recent publications include chapters in the *Handbook of Cultural Intelligence* (2009), *Handbook of Leadership Development* (2010), and *Handbook of Ethnocultural Conflict* (2011). He is a recipient of the Asian Development Bank scholarship, Japan International Cooperation Agency scholarship, East-West Center Distinguished Service Award, and the Wall Street Journal Student Achievement Award.

He started his career as a mechanical engineer, and he holds several degrees, including an MBA, MPA, and PhD in international management from the University of Hawai'i. His PhD research on "Decoding the Meaning of Multiculturalism" received three international research awards from the Academy of Management, the International Academy for Intercultural Research, and the International Association for Cross-Cultural Psychology.

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## **Publications by Vijayan P. Munusamy**

Executive Action Report

- [Human Capital in Asia-Pacific, 2011-2013](#)  
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