

## Access to Experts

### Robert J. Kramer

Robert J. Kramer, Ph.D., a principal researcher at The Conference Board, is the author of the *Organizing for Global Competitiveness* series of reports that describe and analyze organization designs for corporate, business unit, regional, and country subsidiary operations. His work has also focused on subjects pertaining to the senior leadership team of the company.

Before joining the Board in 1990, Kramer's research experience included 13 years at Business International Corporation, where he produced reports and consulted on a wide range of international management subjects. His work also appeared in publications such as *Harvard Business Review*, *The Journal of Business Strategy*, *Directorship*, and *M&A Europe*.

Kramer's corporate background includes human resources positions at RCA, International Paper Company, and American Express Company. He serves on the board of the Association of Internal Management Consultants, The HR Advisory Board of the Moore School of Business at the University of South Carolina, and is a member of the Academy of Management.

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