women at work

fabulous
florida FEMALES
at the
TOP of the
corporate
ladder

By M.M. Cloutier

Clips From: O'Connell & Goldberg
Dr. Mary Ann Von Glinow knows people. Her extensive knowledge and expertise in the field of international human resource management practices have set the stage for fulfilling research work on applied oriented problems and global travels.

As director of the Center for International Business Education and Research (CIBER) at Florida International University—one of only 300 CIBER centers in the country—Laughlin is supported by the Department of Education, and the 10-year FIU veteran heads up the prestigious program, which follows congress mandates helping various constituents face international challenges.

"We try to support the kinds of things that the department of education feels are really important to allow our country to step up to whatever international challenges there happen to be," says Dr. Von Glinow.

Although she claims to have entered her field by "sheer happenstance," it's no wonder this dynamo is at the top of her discipline. With a PhD in Organizational Behavior and MBA in Management Science from Ohio State University, Von Glinow's forte in management of high-tech and professional employees is obvious. She is enlisted by some of the top companies around the world to share her knowledge and expertise with staff members and executives. Her client list includes some of the largest and most successful companies in the nation, including Burger King, Pillsbury, Motorola, Lucent Technologies, and many more. In addition to her domestic and multinational enterprise clients, she also serves as a mayorally appointed to the Shanghai Institute of Human Resources in China and is on the board of The Fielding Institute, a distance-learning institute in Southern California.

Like most successful executive women, Von Glinow is always on the go. The product of an Air Force family, she is accustomed to being on the move and traveling. "I grew up pretty much all over the world. I think that's probably why I have such an international bug in me in terms of travel," says the Miami Beach resident. "I feel like I'm a kid of the world."

These days her worldly travels consume her daily life. This summer alone, Von Glinow has been to Ireland, Scotland, Jamaica—teaching an executive program at Monterey, a language immersion trip to Peru, Vancouver and now off to Asia. "This has been a whirlwind summer in a lot of ways but fairly typical because it's the real international piece of my career that I thrive on," says the recipient of the "1996 Humanitarian Award of the Year" from Miami's Adopt-a-Pet. Though she reluctantly admits enjoying the travel sector of her career less these days, she acknowledges that it is necessary to remain on the cutting-edge of her field.

International teaching is also part of her repertoire of talents. Von Glinow teaches executive programs globally (through the university system as well as direct company programs including Central and Latin America, Asia and Europe—to name a few. Topics vary from large-scale culture change to the economic values of companies in the process of downsizing. "When I was in Peru recently they asked me to come down and work with the government to look at issues around human resource management," says the former president of the Academy of Management, the world's largest association of academicians in management.

Despite the various facets of her career, it is teaching that Von Glinow holds dear. "I enjoy a lot of the challenges that we have and quite frankly being a university professor is one of those jobs that is kind of a well-kept secret," she laughs. "We get a chance to travel a good chunk of time and do more or less what it is that we really enjoy doing. And there is not as many 'controls' as one would imagine so it's just a very good life."

—C.M. Villazon

Mary Ann Von Glinow
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