
SERGIO G.MATVIUK

Oral Roberts University
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PROFESSIONAL PROFILE

- Expert knowledge in online education including recruitment, retention, program development, faculty and student performance assessment and rapid growth
- More than twenty years of experience as a higher education administrator, serving in management and executive positions that required multi-million dollar budget management
- Award winning professional with proven success in leading, designing, developing, implementing and evaluating certificate-level professional, ministry and leadership development programs
- Proven track record of fund raising and grant making success
- Seasoned international education programs administrator, possessing an extensive portfolio of contacts with educational, business and government institutions in Latin America, Africa, Europe, Asia, Canada and the United States
- Expertise in international and global operations, including establishing and operating satellite international centers and offices
- Expert knowledge of the US Hispanic market, including successful recruitment and retention strategies
- Proven success in establishing relationships with and engaging domestic and international organizations and partners for educational and research purposes
- Experienced university professor with more than twenty years of teaching experience in undergraduate programs, graduate programs, Christian ministry development programs and professional and continuing education programs
- Extensive knowledge of college and university education academic affairs management, including international and US regional accreditation; academic program development and assessment; integration of faith and learning; faculty selection, supervision, evaluation and promotion; and academic scholarships administration
- Extensive experience as a consultant on cross-cultural, intercultural and international business, training, education and leadership formation programs, with proven success in the corporate world, government and non-profit sectors
- Successful track record in designing, leading and implementing campus internationalization, globalization of curriculum, study abroad growth and international recruitment
- Curriculum and program development, implementation, and evaluation experience at post-secondary, undergraduate, and graduate levels
- Ten years of youth and Christian education ministry and Christian youth leadership development
- Pastoral ministry experience with proven success in multicultural church planting and pastoring
- Entrepreneurial and for-profit business management experience
- Multilingual professional, fluent in English, Spanish and working knowledge of Portuguese

EDUCATION

Ph.D IN ORGANIZATIONAL LEADERSHIP (2006)

Regent University, Virginia Beach, VA, USA.

- Honors:

- Center for Leadership Studies Ph.D. Fellow
- Latin American Leadership Program Scholarship

CERTIFICATE OF ADVANCE GRADUATE STUDIES IN LEADERSHIP (2001)
Regent University, Virginia Beach, VA, USA.

MASTER OF ARTS IN CHURCH MINISTRIES- MISSIONS CONCENTRATION (1999)
Church of God Theological Seminary, Cleveland, TN, USA.

MASTER OF EDUCATIONAL SCIENCE (equ.) (1994)
Universidad Nacional de Córdoba, Argentina.

BACHELOR IN EDUCATIONAL SCIENCE (equ.) (1991)
Universidad Nacional de Córdoba, Argentina.
Honors: Graduated Suma Cum Laude

LANGUAGE SKILLS

- Fluent in English, Spanish and possess working knowledge of Portuguese

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- **Council of Christian Colleges and Universities (CCCU) Leadership Development Institutes' Fellow**
- **Member of Virginia Latino Higher Education Network (VALHEN)**
- **Member of the International Leadership Association (ILA)**
- **British Academy of Management, Member and Leadership Track Advisor and Reviewer**
- **Member of the Latin American Council of Management Schools (CLADEA)**, an organization that gather the most prestigious management schools of Latin America
- **ELLTA (Leadership and Learning in Asia) Advisory Board Member**
- **Member of the Business Association of Latin American Schools (BALAS)**, an organization dedicated to promote management and leadership research through business administration schools of Latin America.
- **Business Association of Latin American Schools Doctoral Consort Member**

CURRICULUM

DEAN OF ONLINE AND LIFELONG LEARNING (September 2014 – Present)
Oral Roberts University- Tulsa, OK

EXECUTIVE DIRECTOR OF GLOBAL AFFAIRS (September 2010- August 2014)
Regent University- Virginia Beach, VA

ASSOCIATE PROFESSOR OF LEADERSHIP, DIRECTOR OF THE DOCTOR OF STRATEGIC LEADERSHIP PROGRAM & EXECUTIVE DIRECTOR OF INTERNATIONAL PROGRAMS (July 2006 – August 2010)
School of Global Leadership and Entrepreneurship
Regent University- Virginia Beach, VA

DIRECTOR OF THE CENTER FOR LATIN AMERICAN LEADERSHIP (March 2001-June 2006)

School of Leadership Studies
Regent University's Virginia Beach, VA

PH.D. FELLOW (September, 1999 – February, 2001)

School of Leadership Studies
Regent University, Virginia Beach, VA

DIRECTOR OF YOUTH AND CHRISTIAN EDUCATION FOR SOUTH AMERICA (1996-1999)

Church of God, South America

PROVOST (1995-1997)

Argentina's Theological Studies University, Argentina

EDUCATION NATIONAL DIRECTOR (1988-1995)

Church of God, Argentina

EDUCATION REGIONAL DIRECTOR (1986-1994)

Church of God Central West Region, Argentina.

HIGHER EDUCATION ADMINISTRATION EXPERIENCE**EXECUTIVE DIRECTOR OF GLOBAL AFFAIRS** (September 2010- present)**Regent University- Virginia Beach, VA**

- Recommends the President strategies to expand the university's international presence, influence, and operations
- Serves a member of the President's Cabinet and provides advice, insights and recommendations to University's senior leadership on global education, international expansion and global community outreach
- Approves and oversees university operations, programs and initiatives in 23 countries
- Develops policy to ensure coordination and sustainable operations of all new and existing international academic and non-academic programs, activities and initiatives
- Leads and oversees the creation and operations of "Regent University Global Centers" in strategic international locations; currently in South Africa and Colombia
- Administers a \$1.2 Mill Global Leadership Scholarship Fund and Fast East Scholarship Funds
- Manages US regional accreditation matters related to international programs
- Selects and oversees faculty assigned to international programs
- Oversees and approves all learning abroad programs and initiatives such as study abroad programs, service learning abroad programs and global research programs
- Leads the International Student Success Program
- Oversees the university's international exchange program to sponsor, accept and receive international researchers on campus and oversees the Fulbright Program
- Approves all international academic and non-academic programs, activities and initiatives
- Approves new international articulation agreements and partnerships
- Supervises the Global Leadership Research Network Program and the International Center for American Education
- Represents Regent University at domestic and international global forums

- Pursue and strengthen relationships with strategic domestic and international partners to cooperate and collaborate with their international endeavors to develop opportunities of community and economic development
- Leads RU's participation in global programs and activities to engage faculty, students and staff in global research, conversations, discussions and celebrations
- Interacts with Deans and others campus-wide to facilitate coordination between the international outreach and global education programs located in the academic units
- Provides leadership, strategic planning and budgetary management for the Office of Global Affairs

Accomplishments:

- Established the Global Leadership Research Network and obtained \$200,000 grant for international research
- Designed and led the globalization of curriculum program aimed to strengthen students global competencies in coordination of the College of Arts and Sciences and seven graduate schools
- Established Global Leadership Scholarship Fund and Fast East Scholarship Funds and fund-raised \$1.25 million for international and minority scholarships
- In collaboration with schools and the advancement department secure grants in excess of \$400,000 to implement training programs in Middle East and Latin America
- Designed policies and strategies that resulted in:
 - ❖ an increase of 83% in the number of on-campus international students and an increase of 93% in number of on-line international students from 19 countries and five continents,
 - ❖ an increase of 45% in numbers of study abroad programs and an increase of 80% the number of students participating in learning abroad programs which resulted in \$400,000 tuition revenue from these programs in 2013
 - ❖ an increase of 15% of faculty diversity,
 - ❖ an increase of 100% in number of international scholars on campus,
- Identified, engaged and signed articulation agreements with 20 educational institution from all over the world
- Established the Ambassador Series to bring foreign ambassadors to campus to provide opportunities for faculty, students and staff to interact with global leaders to enhance global competencies
- Established the International Student Success program
- Consolidated the operations of the Center for Latino Leadership to attract, retain and graduate students of Hispanic background

DIRECTOR OF THE DOCTOR OF STRATEGIC LEADERSHIP PROGRAM & EXECUTIVE DIRECTOR OF INTERNATIONAL PROGRAMS (July 2006 – August 2010)

School of Global Leadership and Entrepreneurship

Regent University- Virginia Beach, VA

- Directed the Doctor of Strategic Leadership (DSL) Program's operational and academic aspects and as a consequence program grew 50%, attrition lowered 30%, program was successfully reaccredited by the Southern Association of Colleges and Schools SACS.
- Redesigned the Doctor of Strategic Leadership Program's curriculum to respond to reaccreditation demands
- Developed a new DSL program specially designed to use virtual simulation as a basis for strategic decision making.

- Provided academic advice to the Doctor of Strategic Leadership Program's students and chaired doctoral dissertation
- Organized the doctoral residencies of the Doctor of Strategic Leadership Program
- Oversaw international programs' hiring, contracting and purchasing
- Designed, developed, implemented and directed a community and entrepreneurship development program for the Spanish speaking world. Program recruited 15,000 students in Peru and was featured by CNN en Español as a successful and effective program. Managed the 3 million dollar budget allocated for this program.
- Oversaw program development and implementation in the following countries: Peru, Brazil, Ecuador, Colombia, Nigeria, China, Spain and developed programs and strategies to penetrate Argentina, Ecuador, Liberia and Morocco markets
- Advised the dean and Academic Affairs Vice President on issues related to international markets penetration and international programs adjustments and creation to respond to market demand and institutional strategic plan.
- Led several study abroad programs and established key strategic international alliances
- Created and implemented a successful international recruitment campaign that resulted in a 45% increase in the international student population
- Fund raised 2 million dollars in a period of three years to support international programs and international scholarships

DIRECTOR OF THE CENTER FOR LATIN AMERICAN LEADERSHIP (March 2001-June 2006)
Regent University's School Of Leadership Studies, Virginia Beach, VA, USA.

- Led in 2002 the formation and organization of the Center for Latin American Leadership, the first leadership formation program, totally delivered in Spanish by Regent University
- Developed and implemented on-line based, non-traditional higher education programs for the Spanish speaking world
- Designed and developed the following educational programs: MA in Organizational Leadership, MA in Organizational Management, Certificate in Strategic Management and Certificate in Strategic Leadership
- Designed market penetration strategies for the Latin American market and the US Hispanic market
- Supervised portfolio composed of education projects in Argentina, Bolivia, Brazil, Colombia, Chile, Ecuador, El Salvador, Honduras, Mexico, Paraguay and Puerto Rico
- Managed programs' budget and oversaw academic, financial and legal policies of the department's domestic and international educational programs.

SCHOOL OF LEADERSHIP STUDIES FELLOW (August, 1999 – February, 2001)
Regent University, Virginia Beach, VA, USA.

- Oversaw international communication, served as a chair of the curriculum development and performed risk analysis for educational leadership programs related to the Spanish speaking world, including Latin America, Europe and the USA.

DIRECTOR OF YOUTH AND EDUCATION FOR SOUTH AMERICA (1996-1999)
Church of God, South America

- Directed Education programs for ten countries of South America: responsible for budgeting, curriculum supervision, faculty selection, and student recruitment initiatives.
- Managed a \$4Mil budget
- Developed and implemented a redesigned of the curriculum to be used in 4,000 educational centers around South America

- Developed a leadership development program for youth to meet the high demand for teachers, administrators and mentors.
- Designed and implemented international policies for teachers' training and development
- Created and implemented youth leadership development programs in eight South American countries

PROVOST (1995-1997)

Argentina's Theological Studies University, Argentina

- Designed new curriculum to respond to the demands for short-term programs
- Directed the development and production of a series of textbooks to be used as required reading materials in the school's programs
- Supervised the establishment and development of twenty five satellite campus around the nation
- Implemented faculty development program

EDUCATION NATIONAL DIRECTOR (1988-1995)

Church of God, Argentina.

- Conducted a national assessment of the organization's educational needs, available material and human resources
- Defined national policy for recruiting, training and placing professors
- Created and implemented a national system for retaining and recruiting students
- Implemented a fund raising program that quintupled the departments' budget

EDUCATION REGIONAL DIRECTOR (1986-1994)

Church of God Central West Region, Argentina.

- Created and directed the Christian Education Department in the Central West Territory
- Responsible for strategic planning and the development of the educational centers
- Wrote the Department's operation manual and implemented norms and regulations assuring regulatory compliance
- Established uniform training strategies and resources for teachers and staff

TEACHING EXPERIENCE

ASSOCIATE PROFESSOR OF LEADERSHIP (July 2005- August 2010)

School of Global Leadership & Entrepreneurship- Regent University- Virginia Beach, VA

- Taught the following core courses of the Doctor of Strategic Leadership program: The Human Focus of Leadership, Leadership Theory & Development, Strategic Design, Planning & Implementation, Values & Ethics for the Leader & the Organization, Organizational Structure/Systems/Environment and Global Strategic Leadership.

ADJUNCT PROFESSOR OF STRATEGIC LEADERSHIP (2006)

School of Leadership Studies - University- Virginia Beach, VA

- Taught Strategic Global Leadership in Doctor of Strategic Leadership Program

ADJUNCT PROFESSOR OF RELIGIOUS STUDIES (2004-2005)

School of Undergraduate Studies -Regent University- Virginia Beach, VA

- Taught Personal Growth and Formation (English)
- Taught Christian Worldview (English and Spanish)

ADJUNCT PROFESSOR OF LEADERSHIP (2004-2005)

School of Divinity –Regent University – Virginia Beach, VA

- Taught Ministerial Leadership Development in the Doctor of Ministry program

ADJUNCT PROFESSOR OF LEADERSHIP (2003 - 2006)

School of Leadership Studies' Center for Latino Leadership of Regent University, Virginia Beach, VA

- Taught Theory and Practice of Leadership and Latin American Leadership Models in the Center for Latino Leadership's Spanish and bilingual leadership programs

VISITING PROFESSOR OF LEADERSHIP (2003)

Seminario Sudamericano –SEMISUD- Quito, Ecuador.

- Taught Models and Theories of Leadership in the Master degree program

PROFESSOR OF EDUCATIONAL TECHNOLOGY (1994-2002)

Universidad Nacional de Córdoba, Argentina.

- Member of Academic Performance Evaluation Committee
- Member of Advisory Board for Curriculum Development

ASSOCIATE PROFESSOR (1994-1997)

Argentina's Theological Studies University, Argentina

- Taught Leadership, Christian Ministry and Research Methodology.

ADJUNCT PROFESSOR (1992-1994)

South American Seminary, Buenos Aires, Argentina.

- Taught Introduction to Philosophy and Research Methodology.

ASSOCIATE PROFESSOR (1992-1993)

Universidad Nacional de Córdoba, School of Education, Argentina.

- Taught Education with Audio-Visual Media.

ADJUNCT PROFESSOR (1991-1993)

Cordoba College, Cordoba, Argentina.

- Taught Christian Education and Research Methods

CURRICULUM AND DEGREE PROGRAMS DEVELOPMENT EXPERIENCE

School of Global Leadership and Entrepreneurship, Regent University, Va. Beach, VA

- Redesigned the courses of the Doctor of Strategic Leadership (DSL) Program to respond to accreditation requirements
- Member of the team that developed the PhD. In Global Leadership based on a tutorial model (2006-2007)
- Created Global Leadership course for DSL program (2007)
- Based on curriculum audit, resigned DSL program's courses to make them user-friendly and to improve communication with students.

School of Leadership Studies, Regent University, Va. Beach, VA

- Member of the team that developed the curriculum for the Ph.D. in Global Leadership. Drafted the course on Cross-Cultural Contexts (2006)
- Developed the following degree programs for Spanish speaking audiences: MA in Organizational Leadership, MA in Organizational Management, Certificate in Strategic Management and Certificate in Strategic Management (2005)
- Member of the team that redeveloped the Global Leadership course for the Doctor of Strategic Leadership Program
- Developed the curriculum of the Minor in Cross-cultural Leadership (12 credits) for the MA in Organizational Leadership (2005)

School of Undergraduate Studies, Regent University, Va. Beach, VA (2006)

- Developed the System Thinking course for the Spanish BS in Management and Organizational Leadership

CONSULTING EXPERIENCE

Senior Consultant on Latin American/Hispanics issues for Intercultural Business Center – IBC- MA, USA (2000- present)

- Serves as the Hispanic and Latin America Senior Consultant for IBC.
- Consulted with Lucent Technologies, USA on improving cross-cultural relations in diverse American corporations, paying special attention on Anglo-Hispanic relationships in the workplace. Also provided training to Anglo supervisors and managers to help them to manage work relationship with Hispanics.
- Provided consulting and training services to the Vice-President of International Operations of Texas Instrument on a multi-million dollar project to move a manufacturing plant from Massachusetts to Central Mexico. Services rendered included surveys and research on cross-cultural communication effectiveness and the best leadership practices to be implemented in the new Mexican plant. More than 120 top US managers and 100 top managers were trained to overcome cross-cultural barriers to successfully complete the project.
- Provided consulting and coaching services for Fleet Bank on American business practices and regulations on managing people in the USA .to Latin American managers brought to the USA to manage Hispanic clients and employees

The Ministry of Labor and Employment Development of Peru (January 2007- 2009)

- Provided advice to the Minister of Labor and Employment Development of the country of Peru on matters related to entrepreneurship development and labor force training and development

Government of the District of Callao, Peru (2009-Present)

- Serves as a consultant to the Government of the District of Callao on youth leadership and entrepreneurship programs development

Evangelical Churches Association (ACA), Argentina (2009)

- Provided advice to ACA's senior leadership on the development and implementation of entrepreneurship development programs for young Christian entrepreneurs.

Hispanic Leadership Forum (HLF), Virginia Beach, VA. (2008-2009)

- Assisted HLF by providing consulting services Hispanic regarding organizational development and Hispanic market outreach.

The Presidency of the Republic of Paraguay (2004- 2007)

- Proposed the first public leadership training program for the President of the Republic of Paraguay and his cabinet, the office of the First Lady and the Supreme Court of Justice

PUBLICATIONS

Matviuk, S. & Zarate, R. (2013). **A Comparison between the Perceptions of the Ideal Leader for Colombians and Chileans Using the Leadership Practices Inventory of Kouzes and Posner**. *Euromed*, 17, 70-87.

Zarate, R. & Matviuk, S. (2012). **Inteligencia emocional y prácticas de liderazgo en las organizaciones colombianas**. [Emotional Intelligence and leadership practices in Colombian organizations]. *Cuadernos de Administración*, 28 (47), 89-97.

Matviuk, S. & Zarate, R. (2011). **Comparación de la inteligencia emocional de líderes colombianos con líderes chilenos utilizando el instrumento de Wong y Law** [A comparison of emotional intelligence between Colombian and Chilean Leaders based on Wong and Law survey instrument]. *Revista CLADEA*, 74, 34-46.

Zarate, R. & Matviuk, S. (2010). **La Inteligencia Emocional de los líderes del sector financiero colombiano** [A study of Emotional Intelligence of Colombia's financial sector leaders], *Revista EAN*, 69, 21-40.

Gilbert, J. & Matviuk, S. (2010) **Leaders for the next generation: The importance of values and Ethics in the organizations' culture**. *Global CEO*, 3(3), 23-26.

Matviuk, S. (2010). **A study of Peruvian entrepreneurs' leadership expectations**. *The Journal of American Academy of Business*, 16(1), pp. 65-71.

Matviuk, S. (2010). **A correlational study of culture and leadership expectations in a Mexican manufacturing plant**. *The Business Review, Cambridge*, 15(1), 14-20.

Mosley, C. & Matviuk, S. (2010). **The Impact of leadership on identifying right organizational designs for turbulent times**. *The Journal of Soft Skills*, 4(1-2), 57-67.

Burkus, D. & Matviuk, S. (2009). **Practicing what they preach: An empirical Study on how business schools approach strategy**, *Academic Leadership*, 8(3).

Matviuk, S. (2009). **A Cross-National Study of similarities and differences in leadership perceptions between Mexican and Colombian Managers**. *Journal of Economics, Finance and Administrative Science*, 14 (30), 48-71.

Matviuk, S. (2009). **Correlación del liderazgo y la inteligencia emocional** [Leadership and emotional intelligence correlation]. *Gerencia Hoy*, 5(3).

Matviuk, S. (2008). **Key aspects of effective performance management systems: Motivation and organizational conditions**. In Ramana, PSV. And Ramani, V. (Eds.) *Motivation as a Retention Strategy*. Punjagutta, Hyderabad: Icfai University Press.

Matviuk, S. (2008). **Building corporate resilience: The role of Leadership.** *Global CEO*, VIII(11), 9-12.

Gilbert, J. & Matviuk, S. (2008). **The Symbiotic Nature of the Leader-Follower relationship and Its Impact on Organizational Effectiveness.** *Academic Leadership*, 6(4).

Matviuk, S. (2007). **Estilos de Liderazgo y sus implicancias para el acercamiento entre la educación teológica y la práctica pastoral** [Leadership styles and their implications for narrowing the gap between theological education and pastoral practice]. In Carballo, I. (Ed.) *La Educación Teológica y la Teología Pastoral: Hacia un Acercamiento Integral*, pp. 39-48. Cleveland TN: Editorial Evangélica.

Matviuk, S. (2007). **A study of leadership prototypes in Colombia.** *The Business Review, Cambridge*, 7(1), 14-19.

Matviuk, S. (2007). **The emotional side of entrepreneurship,** *Leadership*, IV(9), 22-23.

Dingman, M. & Matviuk, S. (2007). **Executive coaching as a Method of top executive development,** *Global CEO*, V(5), 29-36.

Matviuk, S. (2007). **Motivational and organizational aspects of effective performance management systems,** *HRM Review*, VII(7), 15-19.

Matviuk, S. (2007). **Mercenaries, Opportunists or Missionaries? The Role of Christian Led Companies in the Global Market,** *Regent Global Business Review*, 1(1), 22-27.

Matviuk, S. (2007). **Cross-cultural leadership behavior expectations: A comparison between United States managers and Mexican managers.** *The Journal of American Academy of Business, Cambridge*, 11(1), pp. 253-260.

Matviuk, S. (2007). **Executive education: Training and developing business leaders.** (2007). *The Effective Executive*, IX(2), 36-40.

Matviuk, S. (2006). **Managers and leaders: The desirable fit.** *The Effective Executive*, pp. 12-15.

Matviuk, S. (2005). **Latin American Style of Apology: Moral-code-oriented Society & The Influence of Catholicism.** In the book "*The world Map of Apology*" which deals with the issue of apology in international business.

Matviuk, S. (2002). **Pentecostal Leadership Development and Church Growth in Latin America.** *Asian Journal of Pentecostal Studies* 5:1, pp. 151-168.

Trabajando Efectivamente con Estadounidenses [Working Effectively with US Americans] (2001). Intercultural Business Center: Boston, MA, USA.

Partnering Effectively with Mexicans (2001). Intercultural Business Center: Boston, MA, USA.

Doing Business in Mexico (2000). Intercultural Business Center, Boston, MA, USA

Doing Business in Latin America (2000). Intercultural Business Center, Boston, MA, USA.

Didáctica de la Educación Teológica [Didactic of Theological Education] (1996). Publicaciones AIDA, Córdoba, Argentina.

Noticias Importantes, Libro 4. Curso de Educación Cristiana Básica [Discipleship Course "*Important News*", Book 4] (1994). Publicaciones AIDA: Córdoba, Argentina.

Noticias Importantes, Libro 2. Curso de Educación Cristiana Básica [Discipleship Course "*Important News*", Book 3] (1993). Publicaciones AIDA: Córdoba, Argentina.

Noticias Importantes, Libro 2. Curso de Educación Cristiana Básica [Discipleship Course "*Important News*", Book 2] (1992). Publicaciones AIDA: Córdoba, Argentina.

Noticias Importantes, Libro 1. Curso de Educación Cristiana Básica [Discipleship Course "*Important News*", Book 1] (1991). Publicaciones AIDA: Córdoba, Argentina.

Estatuto del Departamento Nacional de Educación Cristiana [Christian Education National Department Operations Handbook] (1990). Publicaciones AIDA: Córdoba, Argentina.

CONFERENCES AND LECTURES

A Comparison between the perceptions of the ideal leader for Colombians and Chileans using the Leadership Practices Inventory of Kouzes and Posner. (2013, September). Euromed Academy of Business, Lisbon, Portugal.

Comparación de la inteligencia emocional de líderes colombianos con líderes chilenos utilizando el instrumento de Wong y Law [A comparison of emotional intelligence between Colombian and Chilean Leaders based on Wong and Law survey instrument] (2011, November). CLADEA conference. San Juan, Puerto Rico.

Building Bridges for Cooperation in International Education (2011, October) *Virginia State University Global Education Conference*. Petersburg, VA.

Successful strategies for cooperation in international education: Global centers and service learning abroad programs (2011, March) *Hispanic Association of Colleges and Universities (HACU) International Conference*. San Juan, Puerto Rico.

From Description to Understanding: The Future of Latin American Leadership Research (2010, November) *International Leadership Association Conference*. Boston, MA.

Liderazgo Para la Transformación de la Iglesia [Leadership for the Transformation of the Church] (2010, July). *Christian Broadcasting Network Leadership Conference*. Lima, Peru.

Estado del Arte en la Investigación del Liderazgo Latinoamericano [Latin American Leadership Research's State of the Art] (2010, July). *UTI Conferencia de Liderazgo y Gerencia*. Ambato, Ecuador.

An Empirical Model to Study the Impact of Culture on Leadership Perceptions and Behaviors (2010, May). *The Global Management, Finance and Information Technology Research Conference*. New York, NY.

Emprendimiento, Innovacion y Liderazgo en el Mundo del Conocimiento (2009, November). *Global Entrepreneurship Week- Universidad San Ignacio de Loyola*. Lima, Peru.

Social, Economic and Ethical Impact of a Hibrid Leadership Development Program in Peru (2009, July). Hispanic Leadership Dialogue Conference, San Antonio, TX.

El Rol de Liderazgo de los Emprendedores [Entrepreneurs' Leadership Role] (2009, June). *Conferencia de Emprendimiento*. Lima, Peru.

Liderazgo Ético para la Administración Pública [Ethical Public Administration Leadership] (2009, June). *Foro de Liderazgo*. Lima, Peru.

Un Modelo de Desarrollo de Emprendedores Jóvenes [A Model for Development of Young Entrepreneurs] (2009, March). *Conferencia de Negocios*. Guatemala City, Guatemala.

Understanding Latino Leadership in the Tidewater Area: Lessons from Latin America (2009, March). *Mid-Atlantic Council of Latin American Studies (MACLAS)*. Williamsburg, VA

Theoretical, Technical and Practical Aspects for Fostering Leadership Research in Latin America (2008, November). *International Leadership Association (ILA) Conference*. Los Angeles, CA.

The Future of Leadership Research in Latin America. (2008, November). *International Leadership Association Conference (ILA)*. Los Angeles, CA.

A Comparative Study of Leadership Behaviors Expectations between Mexican and Colombian Leaders. (2008, October). *CLADEA Conference*. Puebla, Mexico.

Hispanic Leadership Development and the Future of America (2008, October). Regent University, Virginia Beach, VA.

Hispanic Education and the Future of America (2008, October) *Hispanic Leadership Forum*, Virginia Beach, VA.

A Correlational Study of Culture and Leadership Behavior Expectations in Mexico (2007, November). *International Leadership Association Conference*. Vancouver, BC.

A Study of Leadership Prototypes in Colombia (2007, November). *International Leadership Association Conference*. Vancouver, BC.

How do People Expect Leaders to Behave? An Empirical Study in Colombia (2007, October). *Latin American Council of management Schools Conference*, Miami, FL.

Liderazgo Legislativo Creible (2007, September). *Congressional Breakfast*, Lima, Peru.

Transformational Leadership to Make an Impact (2006, December). Virginia Hispanic Association Conference, Richmond, VA.

El Rol del Liderazgo Estratégico en la Transformación Social (2006, November). [The role of strategic leadership in societal transformation]. *Strategic Leadership Conference*, Bogotá, Colombia.

Leadership Prototype in a Mexican Manufacturing Plant (2006, October). *International Leadership Association Conference*. Chicago, IL.

Latin American Leadership Research at the Crossroads (2006, October). *International Leadership Association Conference*. Chicago, IL.

Academic collaboration between Latin America and Europe (2006, September). *Latin American Council of management Schools Conference*. Montpellier, France.

Leadership and Transformation (2006, September). Speech presented at the 2005 Leadership conference organized by the Hispanic Church of God in Long Island. Long Island, NY.

Leadership and Culture Transformation (2005). *Lecture sponsored by Visionet a Colombian organization that works with Christian professionals and businesspeople*. Bogota, Colombia.

Contemporary Models of Ministry Leadership (2005). *Association of Christian Denominations of Puerto Rico*.

Latin American Models of Leadership (2004). Speech presented at the 2004 academic year inauguration. *Universidad Evangélica de El Salvador*. El Salvador.

Transformational Leadership and Economic Integration (2004). *Universidad Evangélica de El Salvador*. El Salvador.

Un Nuevo Liderazgo Para Una Nueva Nación [A New Leadership for A New Nation] (2002). *CIVILITAS conference on societal leadership*. Universidad Católica de Córdoba, Córdoba Argentina.

Credibilidad en el Liderazgo [Credibility in Leadership] (2002). *Fundación del Centenario conference on political leadership*, Catamarca, Argentina.

Liderazgo y Transformación Cultural [Leadership and Cultural Transformation] (2002). *Conference of Northwestern Association of Scientists*, Tucumán, Argentina.

Liderazgo y Transformación de la Cultura Nacional [Leadership and Transformation of the National Culture] (2002). *Paraguayan-American Chamber of Commerce Conference*, Asunción, Paraguay.

Pentecostal Leadership Development and Church Growth in Latin America (2001). *Asian Society of Pentecostal Studies Symposium*, Anaheim, California, USA.

Contemporary Challenges in Christian Education (1998). *Hispanic Educators Regional Conference*, Cleveland, TN, USA.

South American University of Theological Studies - Project – (1997). *Church of God Supervisors and Educational Directors Conference*, Ipacará, Paraguay.

The Role of Youth in the Present Church (1997) *National Convention of the Church of God*, Montevideo, Uruguay.

The Importance of Youth Ministry (1997). *Church of God Training Week*, Córdoba, Argentina.

The Power of Young People (1997). *National Educators Convention*, Asunción, Paraguay.

New Perspectives in Christian Education (1996) *National Christian Educators Convention*, Buenos Aires (Argentina).

Education as a Basis for Transformation (1995). *National Conference of Teachers*, Santiago (Chile).

Challenges of Theological Education for the Next Century (1995) *Church of God First South American Assembly*, Quito (Ecuador).

Learning Theories in Theological Education (1994). *Conference of Theological Education Professors*, Chaco, Argentina.

Contact Ministries. An Alternative for Communicating the Gospel (1993) *Europe Project*, Barcelona, Madrid, Chiclana de la Frontera, Puerto de Santa María, Blanes and Rota, Spain.

Church Growth and Christian Education (1992). *Church of God First Christian Education Conference*, Barcelona, Spain.

The Development of Thinking Skills and Christian Education (1990). *Sunday School Teacher Training Sessions*, Córdoba, Argentina.

The Adolescent Crisis: Its Impact in Christian Education (1990). *Church of God Leaders Conference*, Buenos Aires, Argentina.