

# **Charles Vance, Ph.D.**

**Professor of Management, College of Business Administration at Loyola Marymount University**

Los Angeles , CA, US

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## **Biography**

Dr. Charles M. Vance is a professor of management and human resources at Loyola Marymount University in Los Angeles, where he teaches at both the graduate and undergraduate levels. He has been very active at LMU in designing and conducting customized training programs for managers, executives and other professionals. He has had considerable experience as a consultant in North and South America, Asia and Europe in training design, management development and coaching, and broader human resource and organization development applications.

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## **Industry Expertise**

Education/Learning, Research, Training and Development

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## **Areas of Expertise**

International Human Resource Management, Training Design & Development, Creativity and Innovation, Management & Leadership Development, Performance Management, Managing Organizational Change & Development, Personnel Management, Talent Management, Human Resource Management

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## **Education**

**Syracuse University**

Ph.D. Organizational Training/Learning

**Brigham Young University**

M.A. Organizational Behavior

**Brigham Young University**

B.S. Psychology

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