

The Importance of Culture: Evidence and Practice



Olivia (Mandy) O'Neill, Ph.D.

Associate Professor of Management and Center for the Advancement of Well-Being Senior Scientist, George Mason University

Olivia (Mandy) O'Neill, Ph.D. is an associate professor of management at the George Mason University School of Business and a senior scientist at the university's Center for the Advancement of Well-Being. At present, she is a Visiting Scholar at the Haas School of Business, University of California at Berkeley (2018-2019). Dr. O'Neill holds a doctorate in Organizational Behavior from the Stanford University Graduate School of Business, where she was a National Science Foundation Graduate Fellow. Dr. O'Neill is an expert on organizational culture, emotions in the workplace, and women's careers. She consults and conducts academic research across a wide range of organizations including Fortune 500 corporations, global technology firms, major medical centers, and emergency response teams. Her work has been published in a variety of scholarly and practitioner journals, including *Administrative Science Quarterly*, *Academy of Management Journal*, *Fast Company*, *Wall Street Journal*, and *Harvard Business Review*. Prior to being on the faculty at Mason, Dr. O'Neill taught at The Wharton School (University of Pennsylvania) and The University of Georgia.

The Importance of Culture: Evidence and Practice



Paige Ross, Ph.D.

Senior Managing Director & Global Head of Human Resources, Blackstone

Paige Ross, Ph.D., is a senior managing director and the global head of human resources at Blackstone. In this role, she oversees human resource management globally for the firm. Dr. Ross brings more than 25 years of experience in talent development and strategic planning across a multitude of industries and geographies. Prior to joining Blackstone, Dr. Ross served as the managing director of talent management at Centerbridge Partners, with a focus on leading Talent Management across the portfolio companies. She has also held senior human resources leadership positions at Pfizer, Avon and PepsiCo. Dr. Ross earned her BA at Stony Brook University and Ph.D. in Applied Organizational Psychology at Hofstra University.

The Importance of Culture: Evidence and Practice



Horacio A. Valeiras CFA

CEO, partner, Frontier Global Partners, LLC

Horacio Valeiras, CFA is the CEO of Frontier Global Partners, a global investment manager based in La Jolla, CA. He's the lead portfolio manager of three investment strategies — a global equity portfolio, an international equity portfolio, and a global macro asset allocation portfolio.

He founded HAV Capital in 2012, which merged with Frontier Market Asset Management in 2018 to form Frontier Global Partners. Prior to that, Horacio served as CIO of Allianz Global Investors Capital, responsible for all the investment, trading and risk functions. He also managed international equity portfolios and asset allocation accounts. He was a member of the firm's executive committee and launched the Allianz Centre for Behavioral Finance. Prior to 2002, he was responsible for asset allocation, international equities and global equities at Miller Anderson and Sherrerd and Morgan Stanley Investment Management. He started his investment career at First Boston Corporation as a European technology equity analyst and non-US investment strategist.

Horacio holds an MBA from the University of California, Berkeley, and an M.S. in chemical engineering from the Massachusetts Institute of Technology. He holds a B.S. in chemical engineering from Virginia Tech. He is a member of the CFA Institute and serves on numerous boards, including The Virginia Tech Board of Visitors, The Association of Governing Boards of Universities and Colleges and various private firms.