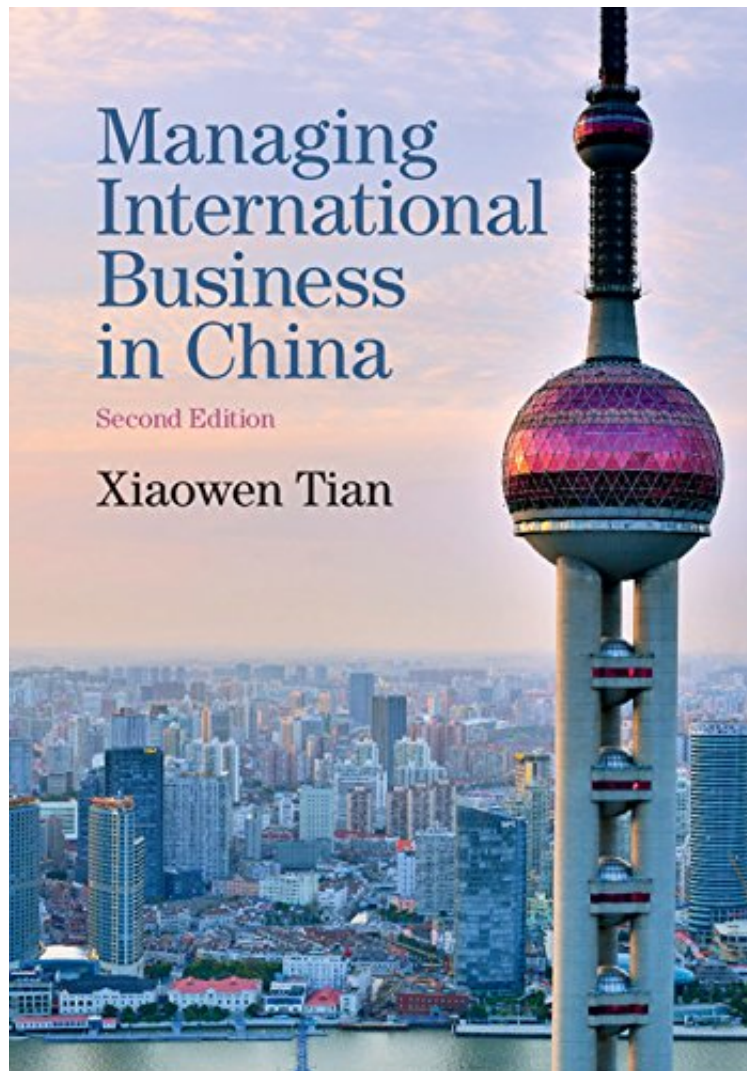


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About the Author Xiaowen Tian is Professor of Management in the School of Management and Governance at Murdoch University, in Western Australia. He is the author of four books and has published numerous articles in journals such as the *Journal of International Business Studies*, the *Journal of World Business* and *Organizational Dynamics*.