

## Curriculum Vitae – Julian Dalzell

Julian Dalzell has more than 43 years experience in the field of Human Resources with one of the largest Companies in the world. Shell is well known for the breadth and excellence of its Human Resource systems and, as one of the Top 20 HR Executives in that Company, he brings a wealth of knowledge on both the theory and practice of International Human Resources.

Mr. Dalzell 's Shell career spanned assignments in the UK, US, Brunei, Sarawak and Kuala Lumpur Malaysia. After early assignments in Labor Relations, he held specialist roles in Staff Development and Compensation and general management roles at the country, regional and global levels spanning all of Shell's main businesses. Including VPHR Shell Trading (Houston), VPHR Shell Oil Products East (Singapore) and VPHR Supply and Distribution (London) before moving back to Houston as Vice President HR Operations for Shell Oil Company. He joined the USC Faculty in January 2011.

He is an active executive coach, consultant and external speaker and has delivered a number of lectures at Cornell University, Michigan State University, University of Illinois, Texas A & M University and the University of South Carolina. He has also delivered keynote speeches at the Ohio State University Leadership Conference, the Regional HR Summits in Houston and Washington DC, Global HR Summit in Kiawah Island and the SMU Cox HR Roundtable in Santa Fe New Mexico. He has been a guest teacher at the Ludwig Maximilian University in Munich, Germany. His topics have included Developing a Global Mindset, What Makes a Good Leader, Managing a Global Change Program, What to expect in a Global world, Global Ethics and HR Organization. He has been the lead faculty on several external Leadership Development programs for a number of Companies both domestically and overseas. In 2019 he co-authored "Talent Without Borders – Recruiting for Competitive Advantage" which was published by Oxford University Press.

Mr. Dalzell teaches HR in the Global Firm in both the MHR and PMBA graduate programs and has developed and delivered Doing Business in S.E. Asia and in the United Kingdom delivered in Singapore, Malaysia, England and Scotland. He has been the recipient of the Outstanding MHR professor award (2012), the Alfred G. Smith Award for Teaching Excellence (2014) and the MHR Service Award (2016).

He holds a BA in International Management from Eckerd College and an MSc. In Educational Human Resource Development from Texas A&M University. His particular skills are in Executive coaching and development, managing teams across borders and in managing change with teams in crisis.