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Kong), Registered Psychologist has  
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years experience in international HRM  
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international HRM and has held senior positions in Australia, Hong Kong, Japan and Korea. Anne Cox (Chapter 18 updates) is the Senior Lecturer at the School of Management and Marketing, Faculty of Commerce, University of Wollongong.

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DipSocStud. (Melb), MA (Ottawa),  
PhD (Hong Kong), CMAHRI, has more  
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Duncan brings deep strategic and functional HR experience having led large-scale global organizations through periods of transformation and growth. Most recently, Duncan was the chief human resources officer for Raymond James Financial, a company with a distributed workforce and affiliates in over 3,000 locations in the U.S., Canada and Europe.

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