

Alexander B. Horniman

Professor Horniman has been a member of the Darden Business School faculty since 1967. During his time at the school he has taught in the areas of Organizational Behavior, Managerial Psychology, Career Management, Business Ethics, and Strategy, Leadership, and Change. In addition to his teaching course, design and management interests he created what is now the Olsson Center for Applied Ethics. He now serves as a Senior Fellow in the Center. His work in Executive education and learning includes the design and leadership of Managing Individual and Organizational Change (26 years running multiple sessions), Creating the High Performance Workplace (6 years running multiple sessions), and Managing Critical Resources (27 years running). He is also a long time member of the TEP program, which takes place over six weeks each summer at Darden. Professor Horniman's research and consulting interests and activities are at the intersection of strategy, high performance and change. These interests are supported by a lifetime commitment to ethical/moral and principle issues that sustain the other interests. Professor Horniman spent four years as an Army officer following his graduation from Middlebury College. He did his graduate work at UCLA and Harvard College where he earned his MBA and DBA degrees. In addition to his academic and military experience he spent nearly seven years with North American Aviation (now Rockwell International) where he worked on the Apollo program. Has done strategic change work with Boise Cascade, Olin Corporation, Minister and Ministry of Health New Zealand, TV New Zealand, CCMAU New Zealand and Ernst & Young New Zealand.