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Chris's research and teaching focus on individual learning, leadership development, and innovation, with particular attention to how people learn vicariously and share knowledge in health care organizations and other knowledge-intensive work environments. His research has been published in a variety of leading academic journals in the fields of management and medicine, including *Academy of Management Review*, *Annals of Surgery*, *Academic Medicine*, *Journal of Applied Psychology*, *The Leadership Quarterly*, *Otolaryngology-Head and Neck Surgery*, *Industrial and Organizational Psychology*, and several edited scholarly books. Chris also writes regularly for practice-oriented publications such as the *Harvard Business Review*. His work has been recognized with scholarly awards from a variety of national and international academic organizations including the Academy of Management, and has been featured in media outlets including *Forbes*, *Fortune*, and *Inc.*

Prior to joining Johns Hopkins, Chris served on the faculty of the Harvard Business School as an Assistant Professor of Organizational Behavior. He earned his PhD in management and organizations at the University of Michigan Ross School of Business, where he was honored with the Dykstra Award for Teaching Excellence and was the inaugural Doctoral Research Fellow at the Center for Positive Organizations. He received his BS in business administration with highest honors from the Kenan-Flagler Business School at the University of North Carolina. Chris has consulted and delivered seminars for organizations including academic medical centers, air medical and emergency service teams, and various local and foreign government agencies. Before attending graduate school, he worked as an outdoor expedition leader and martial arts instructor in his home state of North Carolina.