



DAVID LIVERMORE

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David Livermore, PhD (Michigan State University) is a thought leader in cultural intelligence (CQ) and global leadership and the author of several best-selling books, including [Leading with Cultural Intelligence](#), [Driven by Difference: How Global Companies Fuel Innovation through Diversity](#), [Serving with Eyes Wide Open](#) and the upcoming release, *Digital, Diverse & Divided: How to talk to racists, compete with robots, and overcome polarization*. He's a founder of the Cultural Intelligence Center in East Lansing, Michigan, and a research fellow at Nanyang Technological University in Singapore. David has done training and consulting with leaders in 100 countries across the Americas, Africa, Asia, Australia, and Europe.

David has authored several other award-winning books, including *The Curious Traveler*, *The Cultural Intelligence Difference*, *What Can I Do?* and *Expand Your Borders*.

David loves to make social science research accessible to practitioners. He has been interviewed and referenced by major news sources such as Atlantic Monthly, CBS News, South China Post, Christian Science Monitor, The Economist, Forbes, NBC, The New York Times, USA Today, The Wall Street Journal and The Washington Post.

David averages 35 international speaking engagements annually, addressing an average of over 7,500 leaders a year. He also serves on several non-profit boards. He lectures regularly to Fortune 500 companies including Google, Bank of America, and Coca-Cola and at universities including University of Michigan, Seoul National University, Harvard University, Stanford University, Northwestern University, and of course at his alma mater, Michigan State University.

David and his wife Linda have two daughters, Emily and Grace. The Livermores have lived abroad together and travel extensively overseas. Emily is a law student at University of California, Irvine and Grace is a graphic designer.

PROFESSIONAL EXPERIENCE

President and Founding Partner | 2011 – 2021

Cultural Intelligence Center, LLC., East Lansing, Michigan.

- Founded and led the Cultural Intelligence Center, a training and consultancy focused on the assessment and development of cultural intelligence worldwide. Responsible for formulating and executing business strategy.
- Built the company into a multi-million dollar business with clients including Harvard Business School, London School of Economics, Google, Tencent, BMW, the US Department of Defense, and hundreds more
- Oversaw over 100 staff and associates
- Wrote books and developed curriculum on cultural intelligence assessment and development.

- Developed and delivered keynote presentations, training, and consulting on global leadership and cultural intelligence.

Research Fellow | 2009 - present

Nanyang Technological University, Nanyang Business School, Singapore.

- Design and teach EMBA classes on cultural intelligence, innovation, and global leadership
- Collaborate on cultural intelligence research

Executive Director, Global Learning Center | 2004-2011

Associate Professor, Intercultural Studies, Cornerstone University. Grand Rapids, Michigan.

- Led the Global Learning Center, a university-based study and outreach center that uses evidence-based research to help leaders effectively engage with 21st century global issues
- Developed and administered programs and curriculum for the center and responsible for overseas programs and budgets
- Chaired Intercultural Studies Department

International Director and President | 1999-2003

Sonlife, Elburn, Illinois.

- Led Sonlife, a non-profit leadership development organization
- Expanded international training sites from 34 to 72 countries
- Managed USD \$8.5M budget
- Facilitated on-site leadership development initiatives in more than 60 countries in Africa, the Americas, Asia, and Europe
- Developed international training manuals and consulting materials
- Initiated and maintained organizational partnerships with universities, local agencies, and cross-cultural indigenous communities
- Provided keynote addresses at national and international conferences

Associate Director of Youth and Global Outreach | 1994-1999

Calvary Church. Fruitport, Michigan.

- Managed youth and international programs as well as teaching and training programs for overseas experiences
- Expanded youth program from 50 to 120 students and doubled global outreach budget
- Initiated bi-lateral partnerships in Mexico and Thailand

Youth Program Chair | 1992-1994

Cornerstone University. Grand Rapids, Michigan.

- Faculty appointment including communications and youth development courses
- Coordinated the university's youth development connections

Youth Director | 1989-1992

Grace. Brockport, New York.

- Managed youth and family programs

EDUCATION:

Ph.D. in Education and Sociology | 2001 Michigan State University. East Lansing, Michigan
Educational Administration/Adult Learning

Emphasis: International Educational Leadership

M.T.S. in Systematic Theology | 1995 Cornerstone University, Grand Rapids, Michigan

M.A. in Communication | 1992 State University of New York. Brockport, New York
Emphasis: Rhetorical Analysis of Mass Media

B.S. in Education | 1989 Calvin University. Grand Rapids, Michigan

B.A. in Communications | 1989 Cornerstone University. Grand Rapids, Michigan

SELECTED PUBLICATIONS:

- Livermore, D. (2022). *Digital, Diverse & Divided: How to talk to racists, compete with robots, and overcome polarization*. Oakland, CA: Berrett-Koehler.
- Livermore, D. Van Dyne, L., & S. Ang. (2022). Organizational CQ: Cultural Intelligence (CQ) for 21st Century Organizations. *Business Horizons*.
- Livermore, D. (2021). *Cultural Literacy for the World Traveler*. Audible.
- Livermore, D. (2020). *The Curious Traveler: See The World. Change Your Life*. East Lansing, MI: Cultural Intelligence Center.
- Livermore, D. (2016). Leading a Brainstorming Session with a Multicultural Team, *Harvard Business Review*.
- Livermore, D. (2016). *Driven by Difference: How Great Companies are Fueling Innovation Through Diversity*. New York: AMACOM.
- Livermore, D. & L. Van Dyne (2015). Cultural Intelligence: The Essential Intelligence for the 21st Century. Economist Intelligence Unit and SHRM Foundation.
- Livermore, D. (2015). *Leading with Cultural Intelligence: The Real Secret to Success*, Second Edition, New York: AMACOM.
- Livermore, D. (2013). *Expand Your Borders: Discover Ten Cultural Clusters*, East Lansing: Cultural Intelligence Center.
- Livermore, D. (2013). *Customs of the World: Using Cultural Intelligence to Adapt, Wherever you Are*. Great Courses, 24-lecture audio-video course. Chantilly, VA: The Teaching Company.
- Livermore, D. (2013). *Expand Your Borders: Discover Ten Cultural Clusters*. East Lansing: Cultural Intelligence Center.
- Livermore, D. (2011). *The Cultural Intelligence Difference: Master the One Skill You Can't Do Without in Today's Global Economy*. New York, AMACOM.
- Livermore, D. (2011). CQ and Your Bottom Line: Gaining the Benefits from the Cultural Intelligence Difference. *Human Capital Magazine*.
- Livermore, D. (2011). *What Can I Do: Making a Global Difference Wherever You Are*. Grand Rapids, Zondervan.
- Livermore, D. (2010). *Cultural Intelligence: Level 1 Certification*. East Lansing, MI: Cultural Intelligence Center.
- Livermore, D. (2010). *Cultural Intelligence Training Manual*. East Lansing, MI: Cultural Intelligence Center.
- Van Dyne, L., Ang, S., & Livermore, D. (2010). Cultural intelligence: A pathway for leading in a rapidly globalizing world. Hannum, K.M, McFeeters, B., & Booyesen, L. Eds. *Leadership Across Differences: Cases and Perspectives*. San Francisco. Pfeiffer.
- Livermore, D. (2010). CQ: The Test of your Potential for Cross-Cultural Success, *Forbes*, Jan 6

- Livermore, D. (2009, November 2). Training with Cultural Intelligence: The secret to effective cross-cultural teaching. *Training Magazine*.
- Livermore, D. (2009, October). Why your CQ (cultural intelligence) can make or break your future in business! CNBC Business Blog.
- Livermore, D. (2009, October). Cultural Intelligence (CQ): Why business leaders need CQ as much as EQ! Business Edge.
- Livermore, D. (2009, September). What's Your CQ and Why Should you Care? *Change Manifesto*.
- Livermore D. (2009). *Leading with Cultural Intelligence: The New Secret to Success*. New York: AMACOM.
- Livermore, D. & S. Argue (2009, March/April), "Face the Race" Group 34 (6).
- Livermore, D. (2009, February 27). "What's Your CQ", China Post.
- Livermore, D. (2009). *Cultural Intelligence: Improving your CQ to Engage our Multicultural World*. Grand Rapids: Baker Books.
- Livermore, D. & S. Argue (2008, September/October), "Reframing the Job Description" Group 34 (3).
- Livermore, D. & S. Argue. (2008). Explore 4: Adapt. Grand Rapids, MI: Intersect.
- Livermore, D. & S. Argue (2008, May/June), "Exit" Group 34 (1).
- Livermore, D. (2008). "CQ and Short-Term Missions: The phenomenon of the 15-year-old missionary," In eds. Ang, S. & Van Dyne, L. *Handbook on Cultural Intelligence*, New York: M.E. Sharpe.
- Livermore, D. & S. Argue (2008, January/February), "Speaking Out" Group 33 (5).
- Livermore, D. & S. Argue. (2007). Explore 2: Form. Grand Rapids, MI: Intersect.
- Livermore, D. & S. Argue. (2006). Explore 3: Express. Grand Rapids, MI: Intersect.
- Livermore, D. & S. Argue (2007, November/December), "Converting Conformity" Group 33 (4).
- Livermore, D. (Summer 2007). "Head Over Heels for Short-Term Missions: A more culturally intelligent approach," *Network Magazine*.
- Livermore, D. & S. Argue (2007, May/June), "Moving Beyond Image Toward Imagination," Group 33 (1).
- Livermore, D. & S. Argue (2007, March/April), "Guides: The New 'Leader'" Group 32 (6).
- Livermore, D. (2007). "Let the World Change You: The Power of De-Briefing Short-Term Missions Trips."
- Livermore, D. & S. Argue (2007, January/February) "Can I Have a Do-Over?" Group 32 (5).
- Livermore, D. & S. Argue. (2006). Explore1: Reflect. Grand Rapids, MI: Intersect.
- Livermore, D. (2006, September-November). "5 Snapshots on Short Term Missions" www.intouch.org
- Livermore, D. & S. Argue (2006, July/August) "Beverly Hills...That's where I want to be." Group 32 (5).
- Livermore, D. (2006). *Serving with Eyes Wide Open: Doing short-term missions with cultural intelligence*. Grand Rapids, MI: Baker Books.
- Livermore, D. (Winter 2006). "EMS...You just might be more emergent than you think." *Occasional Bulletin* 18 (3), 1-5.
- Livermore, D & S. Argue. (2006, January/February) "New Year's Resolution: Be Amazingly Average." Group 32, (2).
- Livermore, D. (2005). "Identity Crisis of the Youth Worker". *Youthworker Journal* 22 (1), 60-61.
- Livermore, D & S. Argue. (2005). "Don't Go Solo in your Self-Improvement." Group 31, (6).
- Livermore, D & S. Argue. (2005). "Focus through the Family." Group 31, (4).
- Livermore, D & S. Argue. (2005). "Taking Storytime to the Mat." Group 31, (3).
- Livermore, D & S. Argue. (2004). "No Shirt, No Service?" Group 31, (1).
- Livermore, D & S. Argue. (2004). "Modification, Formation, Reformation." Group 30, (5).

Livermore, D & S. Argue. (2004). "Following Leaders." *Group 30*, (4).
Livermore, D. & S. Argue. (2003). 24-7 Link. Streamwood, IL: AWANA.
Livermore, D & S. Argue. (2003). "New and Improved?" *Group 30*, (1).
Livermore, D & S. Argue. (2003). "We the People." *Group 29*, (6).
Livermore, D & S. Argue. (2003). "What if?" *Group 29*, (3).
Livermore, D & S. Argue. (2003). "The Heart of the Matter." *Group 29*, (2).
Livermore, D. (1997). "Live to Tell: Prioritizing the 10/40 Window." *Message 44* (1).
Livermore, D. (1992). *Mesmerized by MTV: MTV as a Social Movement in the 80's*. Thesis. Brockport, NY: SUNY Press.

PRESENTATIONS

- An average of 20 keynote presentations annually on global issues, cultural intelligence, and strategic leadership
- Teach executive courses 15-20 times annually to senior level leaders globally
- Speaker/Presenter at academic conferences on cultural intelligence and international leadership.

MEMBERSHIPS AND PROFESSIONAL AFFILIATIONS

AOM (Academy of Management)
Community Business Forum
Forum on Education Abroad
ILA (International Leadership Association)
NAFSA
SIETAR-U.S.