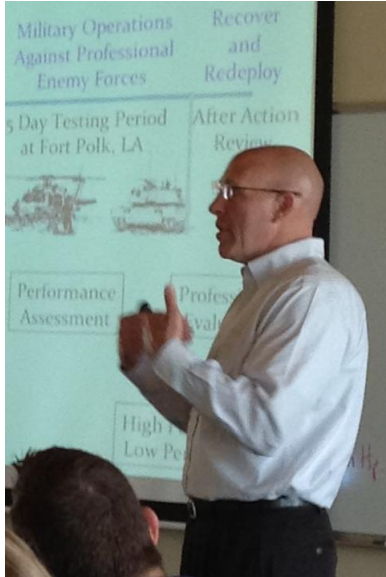




## Biography | Blair Tiger



Blair Tiger is a consultant focused on leadership, strategy and culture. A graduate of the United States Military Academy, he served 22 years in the US Army as an Infantry Officer. Blair served in variety of leadership positions from the platoon to brigade level in peacetime and combat. Since his retirement, he has worked with non-profit organizations teaching, coaching and consulting. Blair earned a Master's degree in Management and Leadership from Webster University, St. Louis and is currently in pursuing his PhD in Organizational Development at Benedictine University. He has been happily married to Carolyn for 29 years. They have two children and reside in Illinois.

Blair presented a summary of his dissertation work on trust to the International Society of Organization Development and Change at Lake Geneva, Wisconsin. The purpose of his research is to determine the effect of mutual trust on organizational performance. Mutual trust can be understood as the shared trust between an individual and his supervisor, his peers and his subordinates. Leader Member Exchange Theory states that high quality dyadic relationships result in high trust and high performance. Blair's hypothesis is that high quality mutual trust relationships result in high organizational performance. His methodology is to quantitatively measure mutual trust multiple times in military organizations preparing for intense combat like performance evaluations. The results will show if high trust organizations achieve high performance. After 30 iterations of measurements, Blair will compare three high trust, high performance organizations to three low trust, low performance organizations in qualitative interviews to determine what beliefs, processes or activities result in high mutual trust.