
HYUNG JOON YOON, PH.D. (huy114@psu.edu)

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EDUCATION

The Pennsylvania State University, University Park, PA **Summer 2011**

Doctor of Philosophy in Workforce Education and Development

✓ Emphasis: Human Resource Development / Organization Development

✓ Personal Focus: Career Development

✓ Advisor: Dr. William J. Rothwell

✓ Dissertation: *The development and validation of the assessment of human agency employing Albert Bandura's human agency theory*

Korea University, Seoul, Korea (<http://www.korea.edu/>)

Master of Arts in Sociology of Education and Adult Continuing Education **2004**

✓ Thesis: *Relationships between career anchor types and the Enneagram personality types*

✓ Advisor: Dr. Dae-Bong Kwon

Bachelor of Economics in Food and Resource Economics **2000**

WORK EXPERIENCE

Professor-in-Charge, Workforce Education and Development Program, Department of Learning and Performance Systems, College of Education, The Pennsylvania State University

University Park, PA, USA

July 2021-June 2023; July 2024-Present

Associate Professor of Workforce Education and Development, Department of Learning and Performance Systems, College of Education, The Pennsylvania State University

University Park, PA, USA

July 2021-Present

Visiting Associate Professor, Graduate Institute of International Human Resource Development, The National Taiwan Normal University

Taipei, Taiwan

August 2023-June 2024

Vice President of Talent and Organization Development, Taejeon Group

Seoul, Korea

May 2023-Present

- During a non-contract period with Penn State (over the summer), I work full-time for Taejeon Group. Outside of summer, I limit my time to what Penn State allows for part-time consulting work.
- Led AI-integrated action learning initiatives to accelerate problem solving and leadership development, helping modernize organizational systems and culture through practical innovation.

Assistant Professor of Workforce Education and Development, Department of Learning and Performance Systems, College of Education, The Pennsylvania State University

University Park, PA, USA

August 2017-June 2021

Assistant Professor of Human and Organizational Learning, Graduate School of Education and Human Development, The George Washington University

Washington, DC, USA

July 2016-August 2017

HRD Program Coordinator, School of Humanities and Social Sciences, Al Akhawayn University in Ifrane
Ifrane, Morocco

August 2014-August 2016

Assistant Professor, School of Humanities and Social Sciences, Al Akhawayn University in Ifrane
Ifrane, Morocco

January 2013-August 2016

Graduate Faculty, College of Education (Workforce Education and Development; specifically, Master of Professional Studies in Organization Development and Change), The Pennsylvania State University
University Park, PA, USA

January 2014 – August 2016

- Graduate faculty status; part-time academic appointment.

Assistant Professor, College of Education (Counselor Education), The Pennsylvania State University
University Park, PA, USA

January-May 2013

- Part-time academic appointment teaching WFED/CNED 424 Facilitating Career Development.

Independent Contractor / Researcher

State College, PA, USA

August 2011-December 2012

Instructor, Academic Outreach / College of Education, The Pennsylvania State University
University Park, PA, USA

May 2010-April 2012

- Graduate assistantship (May 2010-May 2011) and part-time academic appointment (May 2011-April 2012)
- Co-designed the Masters of Professional Studies in Organization Development and Change.

Career and Leadership Development Specialist, Penn State Continuing and Professional Education (Management Development Programs and Services), The Pennsylvania State University
University Park, PA, USA

January 2008-May 2010

- Assisted Director in creating courses and curricula that are essential for professionals' career development by providing insights and hands-on support on emerging technologies as part of graduate assistantship.

Career Counseling Intern, Career Services, The Pennsylvania State University.
University Park, PA, USA

January 2008-May 2008

Career Supervisory Intern, Career Services, The Pennsylvania State University.
University Park, PA, USA

October 2007-December 2007

Assistant Manager, Management Training Team, **LG Display** (Previously, **LG.Philips LCD**)
Paju, Gyeonggi, South Korea

June 2004-April 2007

Change Agent, Department of Human Resources, **LG Display**
Gumi, Gyeongbuk, South Korea

January 2005-December 2005

eLearning Tutor, Performance Oriented Goal Management Program, Credu. Co. (**Samsung Group**)
Seoul, South Korea **March 2004-June 2004**

Research Assistant, Leadership Team, **Samsung** Human Resources Development Center
Yongin, Gyeonggi, South Korea **January-March 2004**

Intern, R&D Team, Korea Leadership Center – **Franklin Covey Co.**'s Korean office
Seoul, South Korea **August-November 2003**

Administrative Graduate Assistant, Computer Lab in the College of Education, Korea University
Seoul, South Korea **February 2003-February 2004**

Public Information & Education Officer/Brigade Fire Support Officer (Lieutenant), Republic of Korea Army
Paju, Gyeonggi, South Korea **March 2000-June 2002**

- In addition to the main duty, I developed and facilitated a 20 hour-long group therapeutic counseling program for soldiers who had mental health issues three times and offered a train-the-trainer session for facilitators in other battalions.

Co-Founder, [ICCUS: The International Cultural workCamp for University Students](#)
Seoul, South Korea **December 1999-Present**

PUBLICATIONS

Articles in Refereed Journals

27. Yoon, H. J., Oh, E. G., & Mitchell, W. (in press). The effect of a career development program for individuals with ASD: A Hope-Action Theory perspective. *New Horizons in Adult Education and Human Resource Development*. <https://doi.org/10.1177/19394225251409523>
26. Al Balushi, I., Yoon, H. J., & Risch, T. (2025). The role of human agency in nurses' hopeful career state. *Human Resource Development Quarterly*, 36(2), 193–224. <https://doi.org/10.1002/hrdq.21545>
25. Herbert, J. T., O'Shea, A., & Yoon, H. J. (2025). Effectiveness of the rehabilitation services administration long-term training program and intent to leave among rehabilitation personnel. *Rehabilitation Education*. Advanced online publication. <https://doi.org/10.1891/RE-25-17>
24. Liu, Y., Yoon, H. J., & Carney, J. V. (2025). Mechanisms between perceived social support and international students' well-being. *Journal of Counseling & Development*, Advance online publication. <https://doi.org/10.1002/jcad.12562>
23. Herbert, J. T., Yoon, H. J., O'Shea, A., & Al Balushi, I. (2023). Recruitment and retention of state vocational rehabilitation counselors: A mixed methods analysis. *Journal of Rehabilitation*, 89(1), 61–71.
22. Yoon, H. J. (2022). Theorizing Human Resource Development practices in extended contexts: Invited reaction 2. *Human Resource Development Review*, 21(4), 448–453. <https://doi.org/10.1177/15344843221129391>
21. Yoon, H. J., Chang, Y.-L., Sadique, F., & Balushi, I. A. (2021). Mechanisms for hopeful employee career development in COVID-19: A Hope-Action Theory perspective. *Advances in Developing Human Resources*, 23(3), 203–221. <https://doi.org/10.1177/15234223211017848>
20. Yoon, H. J., Farley, S. B., & Padilla, C. (2021). Organization development values from a future-oriented perspective: An international Delphi study. *Journal of Applied Behavioral Science*, 57(3). <https://doi.org/10.1177/0021886320957351>
19. Farley, S. B., Yoon, H. J., & Padilla, C. (2021). Organization development values to guide our practice. *Organization Development Review*. 53(1), 27-34. (invited publication; non-blind)

- review article in a refereed journal)
18. Yoon, H. J. (2020). Hope-action theory for organizations. *Organization Development Review*, 52(4), 28–34.
 17. Amundson, N. E., Niles, S. G., & Yoon, H. J. (2020). Hope-action theory and practice. *Psychologia Wychowawcza [Educational Psychology]*, 60(18), 91-102.
<https://doi.org/10.5604/01.3001.0014.6227>
 16. Yoon, H. J. (Ed.). (2020). Critical HRD: A call for action and more research [Virtual special issue]. *Human Resource Development Review*. https://journals.sagepub.com/topic/collections-hrd/hrd-1-critical_hrd/hrd [editorial]
 15. Yoon, H. J. (2019). Toward agentic HRD: A translational model of Albert Bandura’s human agency theory. *Advances in Developing Human Resources*, 21(3), 335–351.
<https://doi.org/10.1177/1523422319851437>
 14. Yoon, H. J., Ahn, S., & Kang, E. H. (2019). A Job seeking competency model for North Korean defectors who are college students in South Korea. *British Journal of Guidance & Counselling*, 47(1), 81–95. <https://doi.org/10.1080/03069885.2018.1504879>
 13. Yoon, H. J., Bailey, N., Amundson, N. E., & Niles, S. G. (2019). The effect of a career development programme based on the Hope-Action Theory: Hope to Work for refugees in British Columbia. *British Journal of Guidance and Counselling*, 47(1), 6–19.
<https://doi.org/10.1080/03069885.2018.1544827>
 12. Clarke, A., Amundson, N., Niles, S., & Yoon, H. J. (2018). Action-oriented hope: An agent of change for internationally educated professionals. *Journal of Employment Counseling*, 55(4), 155–165.
<https://doi.org/10.1002/joec.12095>
 11. Amundson, N., Goddard, T., Yoon, H. J., & Niles, S. (2018). Hope-centred interventions with unemployed clients. *Canadian Journal of Career Development*, 17(2), 87-98. <https://cjcd-rcdc.ceric.ca/index.php/cjcd/article/view/81>
 10. Yoon, H. J. (2018). Training needs assessment for an informal supervisory position: A case study of a manufacturing company in South Korea. *Humanware Research*, 1(1), 149-172.
http://kuhrd.korea.ac.kr/ku_hrd/humanware/humanware_05.do?mode=view&articleNo=99763
 9. Ahn, S., & Yoon, H. J. (2018). Factors of the successful employment and career development of liberal arts graduates: The use of the Enhanced Critical Incident Technique (ECIT). *The Journal of Career Education Research*, 31(1), 153-173.
 8. Bakah, M. A. B., Lewis, P., Modise, O. M., Tessema, M., & Yoon, H. J. (2016). Editorial: Training and development in Africa. *International Journal of Training & Development*, 20(2), 105-106.
<https://doi.org/10.1111/ijtd.12080> [editorial]
 7. Yoon, H. J., In, H., Niles, S. G., Amundson, N. E., Smith, B. A., & Mills, L. (2015). The effects of hope on student engagement, academic performance, and vocational identity. *Canadian Journal of Career Development*, 14(1), 34–45. <https://cjcd-rcdc.ceric.ca/index.php/cjcd/article/view/176>
 6. Smith, B. A., Mills, L., Amundson, N. E., Niles, S. G., Yoon, H. J., & In, H. (2014). What helps and hinders the hopefulness of post-secondary students who have experienced significant barriers. *The Canadian Journal of Career Development*, 13(2), 59-74. <https://cjcd-rcdc.ceric.ca/index.php/cjcd/article/view/183/186>
 5. Yoon, H. J., Cho, Y., & Bong, H.-C. (2012). The impact of a dual-project action learning program: A case of a large IT manufacturing company in South Korea. *Action Learning: Research and Practice*, 9(3), 225–246. <https://doi.org/10.1080/14767333.2012.711237>
 4. Park, Y., Lee, J.-G., & Yoon, H. J. (2011). Assessing the psychometric properties of the Protean Career Attitude Scale in Korean business context. *The Journal of Training and Development*, 22, 29-45. [Korean, KCI Journal; written in English]
 3. Yoon, H. J., Song, J. H., Donahue, W. E., & Woodley, K. K. (2010). Leadership competency inventory: A systematic process of developing and validating a leadership competency scale. *Journal of Leadership Studies*, 4(3), 39–50. <https://doi.org/10.1002/jls.20176>
 2. Niles, S. G., Yoon, H. J., Balin, E., & Amundson, N. (2010). Using a hope-centered model of career

development in challenging times [Zor zamanlarda umut odaklı kariyer gelişimi modelinin kullanılması]. *Turkish Psychological Counseling and Guidance Journal*, 34, 101-109

1. Yoon, H. J. (2004). Relations between career anchor types and the Enneagram personality types [경력 닷 유형과 에니어그램 성격 유형의 관계]. *Journal of Enneagram Studies*, 1(2), 33-63. <http://www.riss.kr/link?id=A75270807>

Books

6. Yoon, H. J. (2025). *LifeCraft: Finding answers in "work" for the second half of life* [라이프 크래프트: 인생 후반전 '일'에서 답을 찾다]. PlanB Design [플랜비디자인]. <https://www.yes24.com/product/goods/149658609>.

Bestseller Achievement (for Jan 12 – 18, 2026):

- Ranked #1 in Organization/Human Resource Management (#7 in Management & Strategy)
- Ranked #4 in Counseling Psychology (#20 in Psychology)
- Perfect 10.0 User Rating on YES24, Kyobo, and Aladin

Note: Rankings are based on comprehensive categories including both domestic and translated foreign titles. Yes24 is South Korea's leading online bookseller.

5. Bong, H.-C., & Yoon, H. J. (2024). *TJ 1935: The story of Taejeon, a long-lasting company [TJ 1935: 장수기업 태전이야기]*. Green Rain Books [초록비 책공방]. <https://product.kyobobook.co.kr/detail/S000213571940>
4. Niles, S. G., Amundson, N. E., Neault, R., & Yoon, H. J. (2020a). *Career flow & development: Hope in action* (2nd ed.). San Diego, CA: Cognella. ISBN: 978-1-5165-9304-0
3. Niles, S. G., Amundson, N. E., Neault, R., & Yoon, H. J. (2020b). *Career recovery: Creating hopeful careers in difficult times*. San Diego, CA: Cognella. ISBN: 978-1-7935-1892-7
2. Yoon, H. J., Hutchison, B., Maze, M., Pritchard, C., & Reiss, A. D. (Eds.) (2018). *International practices of career services, credentials, and training*. Broken Arrow, OK: National Career Development Association. <http://goo.gl/QHCKhm>. ISBN:978010885333-58-2
1. Yoon, H. J., Akdere, M., & Moustaghfir, K. (Eds.) (2016). *The 2016 AHRD International Research Conference in Asia and MENA Conference Proceedings*. Ifrane, Morocco: Academy of Human Resource Development.

Book Chapters

11. Yoon, H. J., Raup, M., Chang, Y.-L., & Fu, I.-P. (2026). Technology-leveraged OD for collective decision-making. In W. J. Rothwell, J. M. Stavros, & S. H. Cady (Eds.), *Practicing organization development: A guide for leading change* (5th ed., pp. 341–350). Wiley.
10. Yoon, H. J. (2022). Career development and human resource development. In R. A. Swanson (Ed.), *Foundations of human resource development* (3rd ed., pp. 428–435). Berrett-Koehler.
9. Maze, M., & Yoon, H. J. (2019). Career assessment in Asia In Stoltz, K. B., Barclay, S. & Suri, T. (Eds.), *A comprehensive guide to career assessment*. (7th ed). National Career Development Association. [Online Companion]. <http://www.ncda.org>
8. Niles, S. G., Amundson, N. E., & Yoon, H. J. (2019). Hope-action theory: Creating and sustaining hope in career development. In N. Arthur, R. Neault, & M. McMahon (Eds.), *Career theories and models at work: Ideas for practice* (pp. 283–294). CERIC.
7. Maze, M., Yoon, H. J., & Hutchison, B. (2018). Introduction. In Yoon, H. J., Hutchison, B., Maze, M., Pritchard, C., & Reiss, A. (Eds.), *International practices of career services, credentials, and training* (pp. 5-11). National Career Development Association. <http://goo.gl/QHCKhm>
6. Yoon, H. J., & Hutchison, B. (2018). Syntheses and future directions for career services, credentials, and training. In Yoon, H. J., Hutchison, B., Maze, M., Pritchard, C., & Reiss, A. (Eds.), *International practices of career services, credentials, and training* (pp. 219-240). National Career Development Association. <http://goo.gl/QHCKhm>
5. Yoon, H. J., & Pyun, C.-H. (2018). The status of career development in South Korea: Qualifications for career practitioners. In Yoon, H. J., Hutchison, B., Maze, M., Pritchard, C., & Reiss, A.

- (Eds.), *International practices of career services, credentials, and training* (pp. 137-159). Broken Arrow, OK: National Career Development Association. <http://goo.gl/QHCKhm>
4. Yoon, H. J. (2017). Diagnostic models addressing environmental forces and organizational readiness. In Rothwell, W. J., Stopper, L. M., & Myers, J. L. (Eds.), *Assessment and diagnosis for organization development: Powerful tools and perspectives for the OD practitioner* (pp. 55-78). CRC Press.
 3. Yoon, H. J. (2017). Diagnostic models following open systems. In Rothwell, W. J., Stopper, L. M., & Myers, J. L. (Eds.), *Assessment and diagnosis for organization development: Powerful tools and perspectives for the OD practitioner* (pp. 29-53). CRC Press.
 2. Niles, S. G., & Yoon, H. J. (Author) (2011). Mental health counselors and career counseling. In Palmo, A; Weikel, W.; Borsos, D. (Eds.), *Foundations of mental health counseling*. (4th), (pp. 135-153). Charles C. Thomas Publisher.
 1. Niles, S. G., & Yoon, H. J. (2011). Essential career flow competencies. In Niles, S. G., Amundson, Norman E., Neault, R. (Eds.), *Career flow: A hope-centered approach to career development* (pp. 11-31). Pearson.

Refereed Conference Proceedings

16. Yoon, H. J., Chang, Y.-L., Van Hoof, H., & Bast, R. A. (2022). *The mechanism of organizational career support affecting employee job satisfaction and turnover intentions: A serial mediation model* [Abstract]. Conference proceeding. AHRD International Research Conference in Americas. [Virtual Conference]
15. Chang, Y.-L., & H. J., Yoon (2022). *Building human-machine collaborative workforce based on comparative advantage* [Abstract]. Conference proceeding. AHRD International Research Conference in Americas. [Virtual Conference]
14. Al Balushi, I. J. A., Chang, Y.-L., Sadique, F., & Yoon, H. J. (2021). *The mediating effect of hopeful career state and work engagement on HR outcome variables in healthcare in Oman* [Abstract]. Conference proceeding. AHRD International Research Conference in Americas. [Virtual Conference]
13. Yoon, H. J., & Oh, E. (2020). *The effect of EmploymentWorks Canada program for individuals with ASD: A Hope-Action Theory perspective*. [Abstract]. Conference proceeding. AHRD International Research Conference in Americas, Atlanta, GA.
12. Yoon, H. J., Elanwer, R., Chang, Y.-L. (2020). *Refining the Employee Career Development Integration Model through an integrative literature review*. [Abstract]. Conference proceeding. AHRD International Research Conference in Americas, Atlanta, GA.
11. Yoon, H. J. (2019). Instilling hope in disadvantaged youth: A dragon metaphor [소외계층 청소년들에게 희망 불어넣기: 개천에서 용나(내)기 전략]. Youth Development Support and Realization of Inclusive Society, 121-150.
https://www.nkis.re.kr:4445/subject_view1.do?otpId=OTP_000000000002761&otpSeq=0&eoSeq=0#none
10. Yoon, H. J., Banerjee, S. R., Campbell, J., & Vigil, Jr., W. (2019). *Identification of organizational values: An illustration of combining attributed and aspirational values*. [Abstract] AHRD International Research Conference in Americas, Louisville, KY.
9. Yoon, H. J., Ahn, S., & Kang, E. H. (August 2018). *Job-seeking competency model for North Korean defectors who are college students in South Korea*, Conference proceeding. The Annual Korean Counseling Association Conference, Daegu, South Korea.
8. Hernberger, R., Yoon, H. J., & Elanwer, R. (2018). *Lean service: Rethinking basic lean concepts for new circumstances*. [Abstract] Conference proceeding. AHRD International Research Conference in the Americas, Richmond, VA.
7. Yoon, H. J. (2017). *Psychometric properties of the Hope-Centered Career Inventory: An update after six years of administration*. [Abstract] Conference proceeding. AHRD International Research Conference in the Americas, San Antonio, TX.

6. Omer, F., Niles, S., Yoon, H. J., & Ergene, T. (2013). *The adaptation of the Hope-Centered Career Inventory into Turkish and examination of its psychometric properties*. Conference proceeding. The 2013 World Congress of Psychological Counseling and Guidance, Boğaziçi University, Istanbul, Turkey.
5. Yoon, H. J., & Hutchison, B. (2012). *The development and initial validation of the assessment of human agency: Utilizing Albert Bandura's human agency theory*. Conference proceeding. AHRD International Research Conference in the Americas. Denver, Colorado.
4. Yoon, H. J., & Zabarello, A. (2012). *Organizational interventions for an ethical workplace using the Six Boxes™ model*. Conference proceeding. AHRD International Research Conference in the Americas. Denver, Colorado.
3. Yoon, H. J., Song, J. H., Donahue, W. E., & Woodley, K. (2010). *Penn State Leadership Competency Inventory™: A comprehensive approach for developing and validating measurement*. Conference proceeding. AHRD International Research Conference in the Americas. Knoxville, Tennessee.
2. Yoon, H. J. (2009). *Integrative career planning model to adult career development: the ICIP approach*. Conference proceeding. AHRD International Research Conference in the Americas. Washington, D.C.
1. Yoon, H. J. (2009). *Triangulated training needs assessment: What on earth should a Part Leader do?* Conference proceeding. AHRD International Research Conference in the Americas. Washington, D.C.

Magazine or Trade Journal Article

17. Yoon, H. J. (in press). *HRD의 방향: 사람과 조직의 주체성 함양* [Fostering the agency of people and organizations: Directions for HRD] [in Korean]. HRD Magazine.
16. Yoon, H. J. (2026, January). *삶의 최적화: 웰빙과 희망의 실천* [Life optimization: Practice of well-being and hope] [in Korean]. *HRD Magazine*, 2026(1), 112–115.
15. Yoon, H. J. (2025, December). *주체적 커리어 개발: 내게 맞는 활동의 전방위 탐색* [Agentic career development: Full-scale exploration of activities that fit you] [in Korean]. *HRD Magazine*, 2025(12), 86–89.
14. Yoon, H. J. (2025, November). *미래를 디자인하다: 비전과 전략적 선택* [Designing the future: Vision and strategic choices] [in Korean]. *HRD Magazine*, 2025(11), 112–115.
13. Yoon, H. J. (2025, October). *나다운 삶의 주춧돌: 자기 이해, 핵심 가치 그리고 사명* [The cornerstone of an authentic life: Self-understanding, core values, and mission] [in Korean]. *HRD Magazine*, 2025(10), 86–89.
12. Yoon, H. J. (2025, September). *인생의 게임에서 이기기: LifeCraft 개념 및 필요 역량 이해* [Winning the game of life: Understanding LifeCraft concepts and required competencies] [in Korean]. *HRD Magazine*, 2025(9), 86–89.
11. Yoon, H. J., Crocco, O., & Thomas, N. (2022, January). A case of matchmaking for international authors in HRDR. *AHRD Digest*.
10. Yoon, H. J. (2021, April). The role of HRD for employee career development in this era [이 시대, 직원 경력개발을 위한 HRD의 역할]. *Newsletter, Research Institute for HRD Policy, Korea University*, 12, 1–6. [in Korean]
9. Yoon, H. J. (2020, December). *이해관계자 모두의 행복을 실현하는 HRD 부서의 역할* [The role of HRD: Supporting the happiness of all stakeholders]. *월간 HRD [HRD Magazine]*, 136–139. [in Korean]
8. Yoon, H. J., Banerjee, S. R., Campbell, J., & Vigil, Jr., W. (2019, March). Eight NCDA values: Linking the past, present, and future. *Career Convergence*.
https://www.ncda.org/aws/NCDA/pt/sd/news_article/218723/self/CC_layout_details/false

7. Yoon, H. J. (2018). 희망-실천 이론의 이해와 적용 [Understanding and applying the Hope-Action Theory]. *Career Info*, 13, 14–23.
6. Yoon, H. J., Ahn, S., Gong, Y. J., Banyasz, A., & Breen, R. H. (2017). The world of ethics: Exploration of our horizons. *Career Developments*, 33(4), 16-17.
5. Yoon, H. J. (2013). Career development is to answer "When I grow up, what will I be?". *Australian Career Practitioner*, 24(2), 13.
4. Yoon, H. J., & Hutchison, B. (2012, June). Fostering human agency: Working with students in South Korea. *Career Convergence*. <https://bit.ly/2XP7IIA>
3. Yoon, H. J. (2006, September). LG.Philips LCD 의 10 년 후, PLA 과정으로 대비한다 [Preparing for the next 10 years of LG. Philips LCD through the PLA course]. *LPL Story*, 92, 8–9.
2. Yoon, H. J. (2006). Reflection about action learning program for developing leader successors. *The Korea University Education Monthly* 328, 4.
1. Yoon, H. J. (2005). For quadrant II focused work and life. *LPL Story*, 80, 16-17.

Assessment tool

3. Yoon, H.J., Niles, S. G., & Amundson, N. E. (2018). *The Hopeful Career State*.
2. Niles, S. G., Yoon, H. J., & Amundson, N. E. (2016). *The Hope-Action Inventory*. <http://hopecenteredcareer.com/hai>.
1. Yoon, H. J. (2011). *The Assessment of Human Agency*.

Instructional Material, Inhouse Workbook

7. Yoon, H. J. (2025). *LifeCraft Workbook*. Life of Service. This workbook was for a 2-day workshop for federal workers separated from service.
6. Yoon, H. J. (2023). *Hope-Action Consultatnt Training Workbook*. Taejoen Group. [Written in Korean]
5. Yoon, H. J. (2015). *Applying the Hope-Centered Model of Career Development*. Korea University of Technology and Education.
4. Ahn, S., Kang, E., & Yoon, H. J. (2015). *Dream Scaffolding Program*. The United Dreams. [Written in Korean]
3. Yoon, H. J. (2015). *Mission: Impossible?! Al Akhawayn University in Ifrane*. [Written in English]
2. Yoon, H. J. (2011). *Mission: Impossible?! Korea University*. [Written in Korean]
1. Yoon, H. J., & Lee, H. S. (2006). *Vision 2020*. Jeonju, Korea: Taejeon Pharm Wholesale Co., Ltd. [Written in Korean]

Non-Refereed Research Publications and Reports

6. Bailey, N., Yoon, H. J., Amundson, N., & Niles, S. (2018). *Impact of the Hope 2 Work project on action-oriented hope and career growth labour market attachment for refugee newcomers*. British Columbia, Canada: MOSAIC. <https://bit.ly/2UxqX19>
5. Amundson, N., Goddard, T., Niles, S. G., Yoon, H. J., Schmidt, J., and Braga, M. (2016) *Hope-Centred Career Interventions: Research Project Final Report*. Canadian Education and Research Institute for Counselling.
4. Yoon, H. J. (2015). *The results of needs assessment for the improvement of the Human Resource Development Program at Al Akhawayn Univeristy in Ifrane*. Al Akhawayn University in Ifrane.
3. Yoon, H. J., Postich, S., & Veysseiere, A. (2014). Sexual harassment and offenses among Al Akhawayn University students. Al Akhawayn University in Ifrane.
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Blog Article

4. Yoon, H. J. (2022, July 11). Who is responsible for career development in organizations? *CareerWise*. <https://careerwise.ceric.ca/2022/07/11/who-is-responsible-for-career-development-in-organizations/>
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1. Yoon, H. J. & Hiti, W. (2015, January 29). Career Leadership Camp: How some Akhawayn students prepare for a bright future. <https://bit.ly/3heLgtP>

MEDIA MENTIONS

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28. Set News. (2024, May 6). 「女力發展、永續未來」2024 SDGs與女力 . 國際論壇 [Women's Development and Sustainable Future: 2024 SDGs and Women International Forum]. <https://www.setn.com/News.aspx?NewsID=1464181>
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24. Yakup News. (2024, May 28). 태전그룹, 리더 육성을 위한 '제2기 희망-실천 컨설턴트' 워크숍 마쳐 [Taejeon Group completes the second "Hope-Action Consultant" workshop for leader development]. <http://m.yakup.com/news/index.html?mode=view&cat=12&nid=294791>
23. Pharm News. (2024, June 10). 태전그룹, 90년간의 성장 담은 'TJ1935 장수기업 태전이야기' 출간 [Taejeon Group publishes 'TJ1935: The Story of Taejeon, a Long-Lasting Company']. <https://www.pharmnews.com/news/articleView.html?idxno=246010>
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21. Medipharm Health. (2024, June 10). 태전그룹, 90년간의 성장 담은 'TJ1935 장수기업

- 태전이야기' 출간 [Taejeon Group publishes 'TJ1935: The Story of Taejeon, a Long-Lasting Company'].
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<https://www.newspet.co.kr/news/articleView.html?idxno=8778>
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 17. Gilpin-Jackson, Y. (2021, February 1). From the Chair. *Organization Development Network*. <https://www.odnetwork.org/blogpost/1515033/364623/From-the-Board-Chair--February-1-2021>
 16. Carlson, J. (2020, July 21). Workforce education assistant professor earns Fellow award. *Penn State News*. <https://www.psu.edu/news/academics/story/workforce-education-assistantprofessor-earns-fellow-award/>
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 14. 월간 HRD TV. (2020, January 13). Designing and implementing an effective career development system. <https://youtu.be/UtJVvOe8x2s>. YouTube Channel, **Korea**.
 13. Human Resource Development Monthly Magazine [월간 HRD]. (2020, January, 13). [Professor Hyung Joon Yoon] Designing and implementing an effective career development system. <http://khrd.co.kr/news/>. A magazine in **Korea**.
 12. Franklin, M. (2019, September 24). *Career Buzz* [Radio show]. Toronto, ON, **Canada**: CIUT 89.5FM. <https://careercycles.com/nca-2019-fillmon-yoon-clark-chisholm/>
 11. Digital News (2019, July 4). Korea National Youth Policy Institute holds an international conference on youth development support and realization of inclusive society. 매경이코노미 [Maekyung Economy]. <http://news.mk.co.kr/v2/economy/view.php?sc=30000001&year=2019&no=488556>
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 10. Bright, J. (2018, September 14). Injecting hope into the world of careers. *The Sydney Morning Herald*. <https://www.smh.com.au/business/workplace/injecting-hope-into-the-world-of-careers-20180914-p503wv.html>
 9. Buterbaugh, J. (2018, August 16). Class project turns into consulting gig for doctoral students: College of Education students help 105-year-old organization establish core values. *Penn State News*. <https://news.psu.edu/story/531712/2018/08/16/academics/class-project-turns-consulting-gig-doctoral-students>
 8. Lee, H. (2018, July). Career Consultant Forum, the ninth anniversary seminar on the 16th. 여성신문 [Women Newspaper]. <http://www.womennews.co.kr/news/articleView.html?idxno=143334> Newspaper in **Korea**.
 7. Stefánsdóttir, D. (2018, May). Once you have hope – you become more active. *Euroguidance Insight*, 5. <https://www.euroguidance.eu/resources/publications/insight-newsletter/insight-spring-2018-2>
 6. Ghilani, M. E. (2017). *How to choose your major*. Santa Barbara, CA: ABC-CLIO.
 5. CERIC. (2017, January 10). “Hope-centred interventions” help clients with job search and career planning. <https://ceric.ca/2017/01/hope-centred-interventions-help-clients-with-job-search-and-career-planning/>. A professional organization in **Canada**.
 4. Ahn, S. (2014). Professional career development organizations in Korea: Life Development

Counseling Association. *Asia Pacific Career Development Association*.
<https://apcda.wildapricot.org/Korea#April2014>

3. Kim, H. (2013, September). In NCDA's 100 years history, Hyung Joon Yoon gets elected as the first international board member: Hyung Joon Yoon, a professor at Al Akahawayn University, Morocco. *HRD*, 277, 61–63.
<https://www.bitweb.co.kr/news/view.php?idx=1082>. A magazine in **Korea**.
2. Ahn, S. (2013). Korean participants at 2013 NCDA Conference. *Asia Pacific Career Development Association*. <https://apcda.wildapricot.org/Korea#NCDA>
1. Centre Daily Times. (2011, December 4). Business people. *Centre Daily Times*, p. C10. Local newspaper in **Central PA**.

GRANTS

- Yoon, H. J., & Bergstrom, E., Grant (Corporate/Private), "Money Drills: Financial Agency Education," Robinhood. Total funding amount: \$320,000.00. Its purpose is to deliver credit-bearing financial planning and career agency education to Division I student-athletes, specifically building economic self-efficacy. (2026 – 2029)
- Herbert, J. T., O'Shea, A. M., Yoon, H. J., Grant (U.S. Federal), "Evaluating the Effectiveness of the Rehabilitation Services Administration (RSA) Scholarship Program," Administration for Community Living, Federal Agencies. Total funding amount: \$599,156.00, (September 1, 2021 – August 31, 2024)
- Amundson, N. E., Yoon, H. J., Bailey, N., & Niles, S. G., Grant, "*Hope to Work*," British Columbia Provincial Government Research and Innovation Fund. Its purpose was to help Syrian refugees settle in Canada successfully securing fulfilling jobs. Approval for the amount of \$133,785.12 (CAD) was made to MOSAIC in August 2016. The Hope-Centered Career Group, to which I belong, was a key project partner for research and consulting activities using Hope-Action Theory.
- Yoon, H. J., Presidential Innovation Fund, "The Development and Implementation of a Career Leadership Camp Program for 2nd and 3rd Year Students at AUI," Approval for the amount of 83,700 MAD (approximately \$8,500) was made in November 2014. I was the principal investigator. (see <http://aui.careerleadershipcamp.com>)
- Amundson, N. E., Goddard, T., Niles, S. G., Yoon, H. J., Schmidt, J., & Braga, M. Grant, "Hope-Centered Career Interventions," The Canadian Education and Research Institute for Counseling (CERIC). Approval for the amount of \$90,000 (CAD) was made in October 2014. I was the Co-PI of this project. This is marked as a featured project on the CERIC website. (see <http://ceric.ca/?q=en/node/949>)
- Amundson, N. E., Niles, S. G., & Yoon, H. J., Grant, "Hope-Centered Career Development with College Students," The Canadian Education and Research Institute for Counseling (CERIC). Approval for the amount of \$50,421 (CAD) was made on November 9, 2011. I was the main proposal writer and served as a project manager (and co-PI) for this project. (see <http://ceric.ca/?q=en/node/494>)

COURSES TAUGHT

*A new course developed and taught, +New course content developed and taught

THE PENNSYLVANIA STATE UNIVERSITY (2010-2016; 2017-PRESENT)

- WFED 119 Career Planning and Life Design* (GenEd; General Health and Wellness)
- WFED 424 Facilitating Career Development*
- WFED 471 Training and Industry and Business
- WFED 403 Technologies for Work Effectiveness*
- WFED 497 Career Planning and Life Design*
- WFED 540 Data Analysis in Workforce Education and Development⁺
- WFED 550 Research in Workforce Education

WFED 582 Assessing and Diagnosing Organization Development*
WFED 596 Independent Study
WFED 597 Employee Career Development Integration*
WFED 876 Facilitating Organization Development through Technology*
WFED 886 Laboratory in Organization Development⁺

THE NATIONAL TAIWAN NORMAL UNIVERSITY (2023-2024)

IWM0088 Career Management and Employee Counseling (Career Planning and Life Design: An HRD Perspective)⁺
IMW0067 HR Program Evaluation⁺

THE GEORGE WASHINGTON UNIVERSITY (2016-2017)

HOL 6746 Work Groups and Teams
HOL 6701 Adult Learning
HOL 6702 Organizational Change I
HOL 6101 Research and Independent Study

AL AKHAWAYN UNIVERSITY IN IFRANE (MOROCCO) (2013-2016)

PSY 1301 Introduction to Psychology
PSY 3302 Social and Organizational Psychology
HRD 3303 Training and Development⁺
HRD 3304 Strategic HRD⁺
HRD 3399 Facilitating Learning through Technology*
HRD 3399 Career Planning and Decision Making*
HRD 4302 Needs Assessment
HRD 4306 Organization Development and Change⁺
HRD 4307 Career Management & Development⁺
HRD 5202 Introduction to Human Resource Development⁺ (Graduate Level)
MGMT 6312 Human Resource Management and Development⁺ (Graduate Level)
SSC 4000/4303 Senior Capstone

DOCTORAL GRADUATES CHAIRED OR CO-CHAIRLED*

*Only listed students who passed the Comprehensive exam.

Al Balushi, I., Ph.D. “Leadership behaviors affecting workers’ hopeful career state in the public health sector in Oman” <https://etda.libraries.psu.edu/catalog/21668ija16> (August 2019 – May 2024: Graduated).
Advisor/Chair.

Almohammed, S., Ph.D. “A proposed training program exploring the first week experience of students with disabilities as perceived by students, their teachers, and administrations at Jazan University in Saudi Arabia” <https://etda.libraries.psu.edu/catalog/21210sma304> (Spring 2023 - August 2023: Graduated).
Co-Chair with Dr. William Brendel.

- Bast, R. A., Ph.D., "The moderating role of a hopeful career state and the mediating role of work engagement in the relationship between job demands and turnover intentions of hotel front office employees in the United States." <https://etda.libraries.psu.edu/catalog/17231ral10> (May 2018 - December 2019; Graduated). Co-Advisor/Co-Chair with Dr. William Rothwell.
- Chang, Y.-L., Ph.D. "Envisioning the future of work and the workforce with explainable artificial intelligence (XAI)" <https://etda.libraries.psu.edu/catalog/22929yuc524> (August 2019 – August 2023; Graduated). Advisor/Chair. *Dr. Chang won the best dissertation awards from the Academy of Human Resource Development (2024) and Association for Talent Development (2024) .*
- Griggs, R., Ph.D. "Factors that affect the alignment of performance management of leaders to achieve organizational objectives" <https://etda.libraries.psu.edu/catalog/23670rfg13> (September 2021 – December 2022). Advisor/Chair.
- Harford, J. Ph.D., "Helping and hindering factors for inmates meeting the challenges for successful community reentry." <https://etda.libraries.psu.edu/catalog/16334jph106> (January 2018 - May 2019; Graduated). Advisor/Chair.
Dr. Harford received the 2020 Outstanding Dissertation Award by the University Council for Workforce and Human Resources Education (UCWHRE) in which 20 universities in the United States with a doctoral program in career technical education and human resource development participate as members.
- Hurlbutt, N., Ph.D. "Exploring leadership styles of federal civilian employees and the relationship to their individual employee engagement" <https://etda.libraries.psu.edu/catalog/20583ndw113> (September 2017 – December 2021). Co-Advisor/Co-Chair with Dr. William Brendel.
- Johnson-Vegas, L., Ph.D., "The evolution of the corporate university: Reasons for continued utilization, operations during a pandemic, and connection to talent management" <https://etda.libraries.psu.edu/catalog/25982laj14> (January 2021 – December 2022; Graduated). Advisor/Chair.
- Joung, G. S., Ph.D Candidate, "The mediating effect of knowledge management between informal learning on improving job competencies and competitive advantage in small and medium-sized enterprises of Korea." (January 2018 - December 2018; ABD).
- Ketchem, R. B., Ph.D. "Factors for successful adoption of appreciative inquiry" <https://etda.libraries.psu.edu/catalog/20783rbk123> (August 2019 - December 2022). Advisor/Co-Chair with Dr. William Rothwell.
- Padilla, C., Ph.D. "The effect of humanistic values expressed by supervisors on employee work engagement" <https://etda.libraries.psu.edu/catalog/27385cpp5131> (September 2021 – December 2023). Advisor/Chair.
- Rogers, A., Ph.D, "Newcomer onboarding: What happens, what helps, what hinders, and their hopes." <https://etda.libraries.psu.edu/catalog/24043amr115> (August 2018 - December 2022). Advisor/Chair.
- Salamah, M., Ph.D. "Crafting work and life meaningfully: Factors impacting effective job crafting - helps, hindrances, and hopes" <https://etda.libraries.psu.edu/catalog/21146mms754> (August 2018 – August 2024). Co-Advisor/Co-Chair with Dr. Mark Threeton.

- Samarin, I., Ph.D. "Embodying professional agility: A phenomenological study of young adult employees in the top Saudi startups" <https://etda.libraries.psu.edu/catalog/23635ias68> (August 2018 – August 2023). Advisor/Chair.
- Tsai, H.-L., Ph.D. "Tactics, strategies, tools, and supports utilized by select successful immigrant entrepreneurs in Silicon Valley: A hope-action theory perspective" <https://etda.libraries.psu.edu/catalog/18992hut129> (January 2018 – May 2021; Graduated). Co-Advisor/Co-Chair with Dr. William Rothwell.
- Waldhler, M., Ph.D. "Innovation-focused leadership: A grounded theory model to enhance creative idea generation, evaluation, and adoption competencies through arts-based training in theatrical improvisation" <https://etda.libraries.psu.edu/catalog/20056mxw52> (August 2018 - August 2023; Graduated). Advisor/Chair.

DOCTORAL COMMITTEES SERVED AS A MEMBER*

*Only listed students who passed the Comprehensive exam.

- Alqahtani, M., Ph.D. "Critical factors for successful implementation of succession planning in healthcare administration in Saudi Arabia." In Process. (November 2022 – May 2026, Expected).
- Azam, T., Ph.D. Candidate. "A prescription for hope: Exploring faculty empowerment and agency in academic medicine through Enhanced Critical Incident Technique." Stage of Completion: In Process. (November 2023 - Present). Comprehensive Exam Passed: Spring 2025
- Banerjee, S. R., Ph.D. Candidate "Behavioral finance upside down: A pluralistic qualitative case study exploring helping and hindering factor perceptions of financial advisors facing regulatory change" (September 2019 - Present).
- Campbell, J., Ph.D. "Identifying select diversity best practices in the United States workplace: A review of key success factors in workplace diversity practices that can prevent diversity crises in organizations." <https://etda.libraries.psu.edu/catalog/23559juc27> (September 2019 - December 2022).
- Choi, J., Ph.D. "Learning through work: How North Korean migrants learn to interact, manage emotions, and develop coping strategies at social enterprises in South Korea." <https://etda.libraries.psu.edu/catalog/18382juc332> (September 2017 – Fall 2020; Graduated).
- Etim-Hunting, A., Ph.D. Student. "From their voice: The experience of chief diversity officers post the summer of 2020." Stage of Completion: In Process. (November 2022 - Present).
- Farnan, K., Ph.D. Candidate. "The impact of corporate social responsibility type on employee experience." Stage of Completion: In Process. (November 2021 - Present).
- Kalkattawi, O., Ph.D. "Factors affecting the ability to transfer learning from a leadership development training by an international organization in Saudi Arabia." (February 2022 – May 2026, Expected).
- Elanwer, R., Ph.D. "HR analytics in practice: Using machine learning to predict employee absenteeism" <https://etda.libraries.psu.edu/catalog/18702rqe5088> (September 2017 – Spring 2021; Graduated).
- Lee, M. J., Ph.D. "Effective telecommuting for working mothers with young children in the United Nations system during the COVID-19 pandemic" <https://etda.libraries.psu.edu/catalog/19487mul284> (Spring 2020 – December 2022).

- Liu, Y. Ph.D. “Perceived social support and well-being among international students in the United States: Hopeful career state and career engagement as mediators”
<https://etda.libraries.psu.edu/catalog/23969yzl317> (Fall 2020 - August 2022; Graduated).
- Poole, D., Ph.D. Candidate. “Leaders as allies: An examination of factors that support or hinder leadership convergence facilitated by executive leaders in higher education.” (August 2021 - Present).
- Risch, T., Ph.D. Candidate. “The dark side of agile: Agile processes impact on eudaimonic well-being in the workplace.” (November 2022 - Present).
- Shao, H. Ph.D. “The role of human agency and hopeful career state in the relationship between family influence and career decision making among Asian international students”
<https://etda.libraries.psu.edu/catalog/19739hks5335> (Fall 2020 - August 2022; Graduated).
- Thomas, T., Ph.D. “Investigating helping and hindering factors that influenced Black/African American women's decision to pursue mathematics degrees in the United States”
<https://etda.libraries.psu.edu/catalog/21000tct2> (Fall 2020 – August 2022; Graduated).
- Weaver, J., Ph.D. "Individual perspectives on how employability can be influenced by study abroad experiences as an undergraduate student at the Pennsylvania State University."
<https://etda.libraries.psu.edu/catalog/16607jrw37> (February 2018 - May 2020; Graduated).
- Zabarello, A., Ph.D. "A comparative case study of factors that influence the return-migration of Filipino nurses in North America and in the Middle East." <https://etda.libraries.psu.edu/catalog/16974agz105> (January 2018 – Spring 2020; Graduated).

AWARDS

- NCDA Fellow**, 2020 by National Career Development Association. According to NCDA, “The designation of fellow is conferred to recognize outstanding and substantial contributions in science, teaching and training, practice, service, policy development and political action” in the field of career development.
- Dissertation Chair Award**, 2020 University Council of Workforce and Human Resource Education (WCWHRE) Best Dissertation Award received by Joseph Harford for the “Helping and hindering factors for inmates meeting the challenges for successful community reentry” dissertation.
- NCDA Board Distinguished Service Award**, 2019 by National Career Development Association. This award is given to outgoing board members after a three-year service.
- SHSS Faculty who Has Impacted Class of 2016 the Most**, by Al Akhawayn University in Ifrane. This award is determined based on university wide votes of graduating students at AUI. There is one award at each School. Awarded on June 11, 2016 at the Commencement Ceremony.
- Outstanding Services and Coordination of the Human Resource Development Program**, by the School of Humanities and Social Science at Al Akhawayn University in Ifrane. Awarded on June 8, 2016.
- NCDA Board Distinguished Service Award**, 2016 by National Career Development Association. This award is given to outgoing board members after a three-year service.
- International Innovation in Diversity Award**, 2015 by Profiles in Diversity Journals. This prestigious award was given to Saskatoon Health Region for the Saskatchewan Pathways Project. Recipients include such companies as The Walt Disney Company, Chevron, and Coca-Cola Enterprises. See <http://ecps.educ.ubc.ca/2015-excellence-in-diversity-and-inclusion-norm-amundson/>
- Best Paper Award**: Selected for one of the best two papers among Korean students in HRD programs in the United States by Korean Academy of HRD in the Americas (KAHRDA). Awarded at the AHRD conference in Knoxville, TN on February 26, 2010.

Individual Greatness Award, Franklin Covey Greatness Award: Presented in the ceremony to Hyung Joon Yoon and Dong Geon Kee in Anaheim for creation of measurable change in an organization. Awarded on May 10, 2006.

Silver Prize, 2005 Innovation Award: Presented to the Employ Value Proposition TFT members for our distinguished performance on cultural change in LG.Philips LCD.

General Scholarship: 1st Semester, 2004. Awarded by the Graduate School, Korea University

Administrative Assistant Scholarships: 1st and 2nd Semester, 2003. Awarded by the Graduate School, Korea University

1st Prize: Forward Air Controller competition in 2001, Presented by Corps Commander of the 1st Army Corps, Republic of Korea Army.

PROFESSIONAL PRESENTATIONS

Conferences

81. Yoon, H. J. (2025, June). *Fostering hopeful careers in organizations through Agentic HRD*. Paper presented at the NCDA (National Career Development Association) Annual Conference, Atlanta, GA.
80. Yoon, H. J., Ketchem, R. B., Chang, Y.-L., Park, J. J., Poole, D., You, H., Azam, T., Alsubaie, A., Sun, B., & Rayes, F. (2025, February 19–22). *Advancing agentic HRD in the AI era: Theory development, applications, and evidence for sustainable change* [Focus session]. 2025 AHRD Annual Research Conference, Arlington, VA, United States.
79. Yoon, H. J., Poole, D., Alsubaie, A., You, H., Azam, T., & Sun, B. (2024, October 11). *Empowering human agency in the AI era: Insights for educators, students, and professionals*. Paper presented at the College of Education Research Conference 2024, Penn State College of Education, University Park, PA
78. Yoon, H. J., Park, J. J., Chang, Y.-L., Al Balushi, I., Rogers, A., Salamah, M., & You, H. (2023, March 2). *Towards agentic HRD: Facilitating a dialogue for research collaboration* [Focus session]. 2023 AHRD International Research Conference in the Americas, Minneapolis, MN, United States.
77. Herbert, J. T., Yoon, H. J., O'Shea, A. M., & Al Balushi, I. (2022, October). *Addressing recruitment and retention of state vocational rehabilitation counselors*. CSAVR Fall 2022 Conference, Council of State Administrators of Vocational Rehabilitation, San Antonio, Texas, 200 in attendance [plenary session], Invited. National.
76. Herbert, J. T., Yoon, H. J., O'Shea, A. M., & Al Balushi, I. (2022, October). *Recruitment and retention of state vocational rehabilitation counselors: Barriers and solutions*. 2022 NCRE Conference, The National Council on Rehabilitation Education, Online Conference, peer-reviewed/refereed, National.
75. Ahn, S., & Yoon, H. J. (2022, July). *Developing a new group intervention based on Hope-Action Theory and its empirical evidence*. A 75-minute simulative session was delivered at the 2022 Virtual NCDA Global Conference. [Refereed Session]
74. Cho, Y., Alagaraja, M., Davies, J., & Yoon, H. J. (2022, April). *Publishing non-empirical research articles in HRDR: Practical tips*. A Focus session was delivered at the 2022 AHRD International Research Conference in the Americas. [Virtual Conference] [Non-Refereed Session]
73. Yoon, H. J., Chang, Y.-L., van Hoof, H., & Jackson, R. A. (2022, April). *The mechanism of organizational career support affecting employee job satisfaction and turnover intentions: A serial mediation model*. 2022 AHRD International Research Conference, Academy of Human Resource Development (AHRD), Virtual, peer-reviewed/refereed.
72. Chang, Y.-L., & Yoon, H. J. (2022, April). *Building human-machine collaborative workforce based on comparative advantage*. 2022 AHRD International Research Conference, Academy of Human Resource Development (AHRD), Virtual, peer-reviewed/refereed.
71. Al Balushi, I., Yoon, H. J., & Risch, T. (2022, April). *What made employees hopeful during COVID-19? The case of registered nurses in Oman* [Poster]. AHRD 2022 International

- Research Conference in the Americas. [Virtual Conference] [Refereed Session]
70. Ahn, S., & Yoon, H. J. (2022, February 19). *Utilizing Hope-Action Theory and the Human AgencyBased Individual Transformation Model: Program Development and Evaluation [희망실천이론과 HABIT 모델의 활용: 이론을 적용한 프로그램 개발 및 효과]*. 2022 CDAK Annual Conference, Career Development Association of Korea. This was a special session with a preamble, "A special session with a theorist." The CDAK conference was the first conference as Korea's representative career development association. **[plenary session]**.
 69. Cho, Y., Alagaraja, M., Davies, J., & Yoon, H. J. (2021, February). *Publishing non-empirical research articles in HRDR: Practical tips*. A Focus session was delivered at the 2022 AHRD International Research Conference in the Americas. [Virtual Conference] [Non-Refereed Session]
 68. Yoon, H. J. (2021, November 19). *Reimagining OD through technology*. WFED 2021 Virtual Conference, Pennsylvania State University, Online. I offered an **opening keynote** address at the inaugural internal conference organized by the WFED program at Penn State.
 67. Yoon, H. J., Salamah II, M., Chang, Y.-L., Pham, L., Risch, T., & Banerjee, S. Ron. (2021, October 15). *Strategic planning in an organization development way during COVID-19*. The Third Organization Development World Summit, International Organization Development Association, Bangkok, Thailand (held via Zoom). International. This presentation was presented by a team of Penn State Ph.D. student consultants led by me. We presented on our program-level strategic planning initiative that followed OD principles and processes.
 66. Yoon, H. J. (2021, October 15). *Nine fundamental values for humanistic, participatory change: International Delphi study results*. College of Education Research Conference, Pennsylvania State University, University Park, PA.
 65. Cho, Y., Alagaraja, M., Davies, J., & Yoon, H. J. (2021, February). *Publishing non-empirical research articles: Practical tips for success*. A Focus session was delivered at the 2021 AHRD International Research Conference in the Americas. [Virtual Conference] [Non-Refereed Session]
 64. Al Balushi, I. J. A., Chang, Y.-L., Sadique, F., & Yoon, H. J. (2021, February). *The mediating effect of hopeful career state and work engagement on HR outcome variables in healthcare in Oman*. AHRD 2020 International Research Conference in the Americas. [Virtual Conference] [Refereed Session]
 63. Yoon, H. J. (2020, June). *30+ interventions for employee career development integration: A developmental model and its use*. A Professional Development Institute (PDI) session was scheduled to be delivered at the 2020 NCDA Global Conference, Minneapolis, MN, USA. (Conference canceled)
 62. Fillmon, P., & Yoon, H. J. (2020, June). *The impact of a corporate career development program based on workshop and coaching: Final results*. 75-minute presentation was scheduled to be delivered at the 2020 NCDA Global Conference, Minneapolis, MN, USA. (Conference canceled)
 61. Ahn, S., & Yoon, H. J. (2020, June). *Developing a new group intervention based on Hope-Action Theory and its empirical evidence*. Roundtable presentation was scheduled to be delivered at the 2020 NCDA Global Conference, Minneapolis, MN, USA. (Conference canceled)
 60. Yoon, H. J., & Oh, E. G. (2020, February). *The effect of EmploymentWorks Canada program for individuals with ASD: A Hope-Action Theory perspective*. Paper presented at the 2020 AHRD International Research Conference in the Americas, Atlanta, Georgia.
 59. Yoon, H. J., Elanwer, R., & Chang, Y.-L. (2020, February). *Refining the Employee Career Development Integration model through an integrative literature review* [Poster]. AHRD 2020 International Research Conference in the Americas, Atlanta, Georgia.
 58. Amundson, N. E., Niles, S. G., & Yoon, H. J. (2019, June). *Hope-action in education*. 75-minute presentation delivered at the 2019 NCDA Global Conference, Houston, TX, USA.
 57. Yoon, H. J., Fisher, S., Ahn, S. L. (2019, June). *Global innovative career development practices: Incorporating best practices from around the world*. 75-minute presentation delivered at the

- 2019 NCDA Global Conference, Houston, TX, USA.
56. Yoon, H. J., & Fillmon, P. (2019, June). *The impact of a corporate career development program based on workshop and coaching*. 75-minute presentation delivered at the 2019 NCDA Global Conference, Houston, TX, USA.
 55. Yoon, H. J. (2019, June). *NCDA's organizational values: Where are we and where are we going with these?* Roundtable symposium presented at the 2019 NCDA Global Conference, Houston, TX, USA.
 54. Yoon, H. J. (2019, April). *A six-step process to reorganizing your practice following hope-action theory*. 60-minute concurrent session delivered at the 2019 MoCDA & ACAM joint conference, Independence, MO, USA.
 53. Yoon, H. J., & Niles, S. G. (2019, February). *Applying the Hope-Action Theory to your everyday career development practice*. 60-minute presentation delivered at the NCDA Regional Career Practitioner Institute, San Diego, CA, USA.
 52. Yoon, H. J., Banerjee, S. R., Campbell, J., & Vigil, Jr., W. (2019, February). *Identification of organizational values: An illustration of combining attributed and aspirational values*. Paper presented at the 2019 AHRD International Research Conference in the Americas, Louisville, KY.
 51. Yoon, H. J., Ahn, S., & Kang, E. H. (2018, August). *Job-seeking competency model for North Korean defectors who are college students in South Korea*. Presented at the Annual Korean Counseling Association Conference. Daegu, **Korea**.
 50. Yoon, H. J., Amundson, A., & Niles, S. G. (2018, June). *Hope-to-Work for Syrian refugees: A theory-driven, evidence-based approach*. 70-minute presentation delivered at the 2018 NCDA Global Conference, Phoenix, AZ, USA.
 49. Yoon, H. J., Wood, J., & Fillmon, P. (2018, June). *Employee career development solutions that create an impact: Best practices in coaching, mentoring, and workshops*. 70-minute presentation delivered at the 2018 NCDA Global Conference, Phoenix, AZ, USA.
 48. Maze, M., Hutchison, B., Pritchard, C., Yoon, H. J., & Ohashi, N. (2018, June). *Career development services, training, and credentialing around the world*. Roundtable symposium presented at the 2018 NCDA Global Conference, Phoenix, AZ, USA.
 47. Hernberger, R., Yoon, H. J., & Elanwer, R. (2018, February). *Lean service: Rethinking basic lean concepts for new circumstances*. Poster session delivered at the 2018 AHRD International Research Conference in the Americas, Richmond, VA, USA.
 46. Yoon, H. J., Amundson, A., & Niles, S. G. (2018, January). *Hope-to-Work for Syrian refugees: Process and outcome*. 90-minute presentation delivered at the CANNEXUS 18 conference, **Ottawa, Canada**.
 45. Yoon, H. J. (2017, December). *Reorganizing your practice following the Hope-Action Model*. A 60-minute presentation delivered at the Middle Atlantic Career Counseling Association (MACCA) Annual Conference, Lancaster, PA, USA.
 44. Lodes, W., Leson, A., & Yoon, H. J. (2017, June). *Career Staff Training: Views from Different Agencies on the Use of the NCDA Career Services Provider Training*. 70-minute presentation delivered at the 2017 NCDA Global Conference, Orlando, FL, USA.
 43. Yoon, H. J. (2017, June). *Employee Career Development from an Organizational Perspective: 20+ Career Interventions*. 70-minute presentation delivered at the 2017 NCDA Global Conference, Orlando, FL, USA.
 42. Niles, S. G., Amundson, A., & Yoon, H. J. (2017, June). *Action-Oriented Hope-Centered Career Development in a Global Context: A Status Report*. 70-minute presentation delivered at the 2017 NCDA Global Conference, Orlando, FL, USA.
 41. Yoon, H. J. (2017, March). *Psychometric properties of the Hope-Centered Career Inventory: An update after six years of administration*. Poster session delivered at the 2017 AHRD International Research Conference in the Americas, San Antonio, TX, USA.
 40. Amundson, N., Goddard, T., Niles, N., & Yoon, H. J. (2017, January). *Hope-Centred Career Interventions*. 90-minute presentation delivered at the CANNEXUS 17 conference, **Ottawa,**

Canada.

39. Yoon, H. J. (2016, November). *Utilizing Albert Bandura's theory of human agency for HRD*. Innovative session presentation delivered at the 2016 AHRD International Research Conference in Asia and MENA, **Ifrane, Morocco**.
38. Ahn, S., Kang, E. H., Ha, G.-Y., Yoon, H. J., Amundson, N., & Niles, S. (2016, July). *Effects of the Hope-Centered Model of Career Development for College Students*. 70-minute presentation delivered at the 2016 NCDA Global Conference, Chicago, IL, USA.
37. Amundson, N., Goddard, T., Niles, S., & Yoon, H. J. (2016, July). *Hope-Centered Career Interventions with Unemployed Jobseeking Adults: A CERIC Funded Project*. 70-minute presentation delivered at the 2016 NCDA Global Conference, Chicago, IL, USA.
36. Yoon, H. J., Ahn, S. S., Kim, D., Yang, M. H., Kim, M. J., & Kim, H. U. (2015, June). *Key Career Success Factors of People with Liberal Arts Majors in South Korea*. 70-minute presentation delivered at the 2015 NCDA Global Conference, Denver, CO, USA.
35. Yoon, H. J., Kang, E. H., Lim, S.-K., & Ahn, S. S. (2015, June). *North Korean Defectors' Life Reimagined in South Korea: An Effective Career Development Program*. 70-minute presentation delivered at the 2015 NCDA Global Conference, Denver, CO, USA.
34. Kang, E. H., Ahn, S., Yoon, H. J., & Lim, S.-K. (2014, July). *North Korean defectors' career development issues and needs in South Korea*. Roundtable symposium presented at the 2014 NCDA Global Conference, Long Beach, CA, USA.
33. Smith, B., Mills, L., Amundson, A., Niles, S., Yoon, H. J., & In, H. (2014, June). *What helps and hinders the hopefulness of post-secondary students who have experienced significant barriers*. Poster session presented at the Canadian Psychology Association (CPA) Conference, **Vancouver, Canada**.
32. Yoon, H. J. (2014, February). *Applying the Hope-Centered Model of Career Development to your everyday practice*. 60-minute presentation delivered at the NCDA Regional Career Practitioner Institute, Baltimore, USA.
31. Yoon, H. J. (2013, November). *The Hope-Centered Model of Career Development (HCMCD) and its state of research*. 60-minute presentation delivered at the 26th Career Counseling Research Association Colloquium, **Seoul, South Korea**.
30. Yoon, H. J. (2013, October). *Applying the Hope-Centered Model of Career Development to your everyday practice*. 60-minute presentation delivered at the NCDA Regional Career Practitioner Institute, Denver, USA.
29. Marc, S., & Yoon, H. J. (2013, September). *The German version of the Hope-Centered Career Inventory*. Poster session presented at the International Association for Education and Vocational Guidance (IAEVG) International Conference, **Montpellier, France**.
28. Omer, F., Niles, S., Yoon, H. J., & Ergene, T. (2013, September). *The adaptation of the Hope-Centered Career Inventory into Turkish and examination of its psychometric properties*. Presented at the 2013 World Congress of Psychological Counseling and Guidance, **Istanbul, Turkey**.
27. Amundson, N., Yoon, H. J., & In, H. (2013, July). *Let's create hope: Understanding contributors to and effects of hope in life and career*. 70-minute presentation delivered at the 2013 NCDA Global Conference, Boston, USA.
26. Yoon, H. J. (2013, April). *Survival competencies for career and leadership development*. 90-minute presentation was delivered to Moroccan AIESEC members from different regions of Morocco at Youth to Business Forum held by AIESEC Atlas, **Ifrane, Morocco**.
25. Yoon, H. J. (2013, April). *Opportunities and challenges of Human Resource Development in Morocco*. Facilitated a 60-minute discussion with approximately 20 Moroccan AIESEC members from different regions of Morocco at Youth to Business Forum held by AIESEC Atlas, **Ifrane, Morocco**.
24. Amundson, N., Yoon, H. J., Niles, S., Smith, B., Mills, L., In, H., & deShield, S. (2013, January). *Hope-centered career development with college students*. 90-minute presentation delivered at the CANNEXUS 13 conference, **Ottawa, Canada**.

23. Yoon, H. J., Hutchison, B., & Ahn, S. S. (2012, July). *A Five-Day Career Leadership Camp and Its Empirical Evidence on Hope, Human Agency, and Negative Career Thoughts*. Round table symposium delivered at the 2012 NCDA Global Conference, Atlanta, GA.
22. Niles, S. G., In, H. Y., deShield, S., Naifen, S., Fen. C., & Yoon, H. J. (2012, July). *Building Hope Based on Research: Implications From a Review of Empirical Studies on Hope in Career Development*. 70-minute presentation delivered at the 2012 NCDA Global Conference, Atlanta, GA.
21. Yoon, H. J., Cho, Y., & Bong, H. C. (2012, April). *The Impact of a Dual-Project Action Learning Program for Team Leader Successors in an IT Manufacturing Company in South Korea*. Paper presented at the Action Learning Research Forum of the Korean Action Learning Association, Seoul, South Korea.
20. Yoon, H. J., Cho, Y., & Bong, H. C. (2012, April). *The Impact of a Dual-Project Action Learning Program for Team Leader Successors in an IT Manufacturing Company in South Korea*. Paper presented at the International Action Learning Conference, **Ashridge, UK**.
19. Yoon, H. J., & Li, I. (2011, October). *Creative career counseling intervention using Bandura's human agency theory: The human agency based individual transformation (HABIT) model*. One-hour presentation delivered at the Pennsylvania Counseling Association Annual Conference, University Park, PA.
18. Niles, S. G., In, H. Y., & Yoon, H. J. (2011, October). *Creative approaches to career development: Using the hope-centered career model and inventory in the rapidly changing work environment*. Two-hour presentation delivered at the Pennsylvania Counseling Association Annual Conference, University Park, PA.
17. Yoon, H. J. (2011, August). *Applying Albert Bandura's human agency theory to career development practice*. Two-hour invited presentation delivered at the Korea Career Development Association Monthly Forum, Seoul, South Korea.
16. Yoon, H. J., & Hutchison, B. (2011, July). *Demonstration of the HABIT model: Working with immigrants in higher education*. Roundtable symposium presented at the 2011 NCDA Global Conference, San Antonio, Texas.
15. Yoon, H. J., & In, H. (2011, March). *Career flow index: A tool for career self-management in the rapidly changing work environment*. 90-minute interactive session delivered at the British Columbia's 14th Annual Career Development Conference, **Vancouver, BC, Canada**.
14. Yoon, H. J. (2010, November). *Using human agency for career development, performance management, and organization development*. Presented at the 7th Human Resource Development Forum of the Korean Society for Human Resource Development, Seoul, South Korea.
13. Yoon, H. J., & Hutchison, B. (2010, July). *The "HABIT" model and "AHA!": Transforming lives into brighter futures*. 70-minute presentation delivered at the 2010 NCDA Global Conference, San Francisco.
12. Niles, S. G., Neault, R. A., Amundson, N. E., & Yoon, H. J. (2010). *Career flow: A hope-centered model of career development*. 70-minute presentation delivered at the 2010 NCDA Global Conference, San Francisco.
11. Yoon, H. J., Song, J. H., Donahue, W. E., & Woodley, K. (2010, February). *Leadership competency inventory: A comprehensive approach for developing and validating measurement?* Paper presented at the AHRD International Research Conference in the Americas. Knoxville, Tennessee.
10. Yoon, H. J. (2009, July). *An integrative model for adult career development based on the CIP, values-based, and narrative approaches*. 70-minute presentation delivered at the 2009 NCDA Global Conference, St. Louis, Missouri.
9. Yoon, H. J. (2009, July). *The Assessment of Human Agency: a helping tool for actualizing dream*. Poster presented at the 2009 NCDA Global Conference, St. Louis, Missouri.
8. Yoon, H. J. (2009, February). *Integrative career planning model to adult career development: the ICIP approach*. Paper presented at the AHRD International Research Conference in the

- Americas. Washington, D.C.
7. Yoon, H. J. (2009, February). *Triangulated training needs assessment: What on earth should a Part Leader do?* Paper presented at the AHRD International Research Conference in the Americas. Washington, D.C.
 6. Yoon, H. J. (2008, July). *The Enneagram, A new approach for neglected populations in discovering career orientation.* Roundtable symposium presented at the 2008 NCDA Global Conference, Washington, D.C.
 5. Yoon, H. J. (2008, March). *The integrated cognitive information processing approach to adult career development.* Poster session presented at the Twenty-third Annual Graduate Exhibition of Penn State, University Park, PA.
 4. Yoon, H. J., & Kang, J. B. (2006, October). *The new approach of action learning program for successor development: Dual project.* A Presentation delivered at the annual LG HR Conference, Icheon, Gyeonggi, South Korea.
 3. Yoon, H. J. (2006, September). *Best practice of action learning program of LG.Philips LCD.* A case presented at the monthly forum of the Korea Action Learning Association, Seoul, South Korea.
 2. Yoon, H. J. (2004, November). *Relations between career anchor types and enneagram personality types.* A paper presented at the annual conference of the Korean Society for Enneagram, Cheonan, Gyeonggi, South Korea.
 1. Kwon, H. J., Yoon, H. J., & Hwang, J. S. (2002, November). *The concept and direction of organization development.* Presentation delivered at the annual conference of the Korean Society for Human Resource Development, Seoul, South Korea.

Invited Talks

25. Yoon, H. J. (2025, May). *Navigating careers with AI tools while maintaining human agency.* KIMEP University, **Kazakhstan**.
24. Yoon, H. J. (2025, May). *Technology-leveraged OD in the era of AI.* Adult & Continuing Education of Korea + HRD Society, **South Korea**.
23. Yoon, H. J. (2024, December 12). *Pursuing the HRD career.* National Taiwan Normal University, Taipei, **Taiwan**. [Invited Guest Lecture]
22. Yoon, H. J. (2024, November 16). *Cultivating hope in the workplace.* DBA External Speakers Series, United Arab Emirates University, Al Ain, **UAE**.
21. Yoon, H. J. (2024, October 11). *Empowering human agency in the AI era: Insights for educators, students, and professionals.* College of Education Research Conference, Penn State.
20. Yoon, H. J. (2024, May 31). *Guiding the future of HRD: The role of OD values in shaping leadership and practices in the digital era.* **Keynote address** delivered at the 2024 International Conference on Human Resource Development, Taipei, Taiwan.
19. Yoon, H. J. (2024, May 4). *Empowering career growth with Hope-Action Theory.* Invited lecture delivered at the 2024 SDGs 與女力國際論壇—女力發展, 永續未來 [2024 SDGs & Women International Forum: Women's Development for Future Sustainability], Taiwan Women Career Development Association, Taipei, Taiwan. This large-scale international event featured national newspaper coverage in Taipei and was attended by approximately 150 participants.
18. Yoon, H. J. (2024, February 5). *Creating a hopeful workplace: How can individuals and organizations grow and achieve together?* [희망적 일터 만들기: 나와 조직, 어떻게 함께 성장과 성취를 하나갈 것인가?]. Invited workshop delivered at the Pyeongtaek Cultural Foundation, Pyeongtaek, South Korea. Approximately 30 participants in attendance.
17. Yoon, H. J. (2023, October 27). *Agentic HRD in action: Seamless integration of career, leadership, and organization development.* **Keynote address** delivered at the 2023 International Conference on Human Resource Development, National Taiwan Normal University, Taipei, Taiwan
16. Yoon, H. J. (2023, October 3). *DrumTree: My professional identity.* An invited lecture for Academic

- Orientation and Professional Growth, a 60-minute invited lecture for about 30 counseling and educational psychology graduate students. National Taiwan Normal University, Taipei, **Taiwan**.
15. Yoon, H. J. (2023, July 18). *Integrated operation of career, leadership, and organizational development for strategic goal achievement: Hope-action approach*. An invited presentation delivered at Kia, Yongin, **South Korea**
 14. Yoon, H. J. (2022, May 14). *A foundation for employee engagement and performance: understanding hope-generating mechanisms*. A 60-minute **keynote speech** delivered at the 2022 Technology Innovation and Human Resource Development Enhancement Symposium, National Taiwan Normal University, Taipei, **Taiwan**. [Virtually delivered]
 13. Yoon, H. J. (2022, April 26). *Toward a collaborative approach to applying and advancing Hope-Action Theory*, *Alternative Theories of Career Development*, Pennsylvania Career Development Association, Online.
 12. Addicott, F., Miller, F., Yoon, H. J., Minahan, M., & Burns, Y. (2021, October 20). *From the founders to the future*. Evolve 2021: Collaborating for Change, F4 CoSolutions, Online, [**Invited Keynote**]. This was an opening keynote session of the two-day conference for collaborative change held online. This is a unique project that brought thought leaders, scholars, practitioners, and students together. URL: <https://evolve4change.com/>
 11. Yoon, H. J. (2021, May 19). *Applying Hope-Action Theory to your career development*. *Futures of Global Issues*, Al Akhawayn University in Ifrane, **Morocco** (via Zoom). Colleges. I was invited to provide a lecture that is funded by the Eurasia Foundation organized by Al Akhawayn University in Ifrane. I introduced Hope-Action Theory to the students and facilitated students' learning
 10. Yoon, H. J. (2021, April 22). *The state of Hope-Action Theory and its application to individuals and organizations*. University of Illinois-Urbana Champaign, Champaign, IL. I was invited to offer a guest lecture as part of a doctoral course in the Department of Education Policy, Organization and Leadership within the College of Education at the University of Illinois-Urbana Champaign
 9. Yoon, H. J. (2020, November 4). *Career development from a human resource development perspective*. A 1.5-hour invited presentation was delivered at the Career Development Association of Korea Monthly Seminar, Seoul, Korea. [Virtually delivered]
 8. Yoon, H. J. (2020, January 11). *Career development interventions according to employee career stages from an HR perspective: A model and a case*. A 2-hour invited presentation was delivered at the Sookmyung HRD Forum. Sookmyung Women's University, Seoul, Korea.
 7. Yoon, H. J. (2019, July). *Instilling hope in disadvantaged youth: A dragon metaphor*. An **invited speech** was delivered at the National Youth Policy Institute's **30th Anniversary Conference**, Seoul, Korea.
 6. Yoon, H. J. (2019, July). *Understanding and applying the Employee Career Development Integration model for employee engagement from a systems perspective*. An invited lecture was delivered at Chung-Ang University, Seoul, **Korea**. Hosted by the Chung-Ang University HRD Strategy Research Institute under the event title of *Scholarly Lectures by International HRD Scholars*.
 5. Yoon, H. J. (2019, April). *Hope-action theory for fulfilling careers*. A 60-minute **keynote speech** delivered at the 2019 MoCDA & ACAM joint conference, Independence, MO, USA.
 4. Yoon, H. J. (2018, July). *Employee career development integration: 25+ interventions that create win-win*. A 120-minute presentation was delivered at the Career Consultant Forum (CCF) 9th year anniversary seminar. Seoul, **Korea**.
 3. Yoon, H. J. (2018, July). *The hope-action theory for career development: Recent research activities*. A 90-minute presentation was delivered to researchers at the Korea Employment Information Service (KEIS), Eumseong-gun, Chungcheongbuk-do, **Korea**.
 2. Yoon, H. J. (2017, December). *Hope-action for you and your clients: Stories and tools*. 90-minute **keynote speech** was delivered at the Middle Atlantic Career Counseling Association (MACCA) Annual Conference, Lancaster, PA, USA. The theme of the conference was hope.
 1. Yoon, H. J. (2017, July). *The Hope-Centered Career Development: A status report and directions for*

organizations. A 90-minute special lecture was delivered at Korea University, Seoul, South Korea. The title of the event was “International Scholar Special Lecture,” which was organized by the Center for HRD Policy Research at Korea University.

Seminars and Workshops

120. Yoon, H. J., & Ketchem, R. B. (2025, June). Agentic career, leadership, and organization development (ACLOD) innovation lab public summit. Penn State Organization Development and Change Program, Virtual. https://youtu.be/79RT75qip6w?si=R8Du9l_3nBMQ3fQ
119. Yoon, H. J. (2025, May). The Hope-Action Consultant Training program for Taejeon leaders (3rd ed.). Gyeonggi-do, South Korea. 2-day workshop was provided followed by a 6-month action learning program.
118. Yoon, H. J. (2025, May). *LifeCraft Workshop: Workforce transitions for federal employees* (2-day). Life of Service 501(c)(3), Tysons, VA. [Invited]
117. Yoon, H. J. (July 8, 2024 - July 15, 2024). "Understanding and applying Hope-Action Theory," Korea University of Technology (Korea Tech), Cheonan, Chungnam Province, South Korea, 30 in attendance, Invited. Institutes. This seminar was for graduate students majoring in career counseling at Korea Tech. It occurred over two days with a one-week interval, two hours for each day.
116. Yoon, H. J. (2024, May). The Hope-Action Consultant Training program for Taejeon leaders (2nd ed.). Gyeonggi-do, South Korea. 2-day workshop was provided followed by a 6-month action learning program.
115. Yoon, H. J. (2023, May). The Hope-Action Consultant Training program for Taejeon leaders (1st ed.). Gyeonggi-do, South Korea. 2-day workshop was provided followed by a 6-month action learning program.
114. Yoon, H. J. (2023, May 26). *Toward agentic career, leadership, and organization development*. Penn State Organization Development and Change Program, Virtual. <https://www.youtube.com/watch?v=FK6pdXoGNhM>
113. Yoon, H. J. (2021, December 17). *Hope-Action Theory for organizations*. PDN Webinars, Penn State Organization Development and Change Program, Virtual. <https://www.youtube.com/watch?v=V2OWuHo5FoE>
112. Yoon, H. J. (2021, July 31). *OD values from a future-oriented perspective*. PDN Webinars, Penn State Organization Development and Change Program, Virtual. <https://www.youtube.com/watch?v=CAwrlBc8Z0>
111. Yoon, H. J. (2020, November). *[Organization Development 3] Creating an Organization-Wide Vision in a Collaborative Way*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
110. Yoon, H. J., Chang, Y.-L., Sadique, F., & Al Balushi, I. (2020, October). Ways to support employee career development during COVID-19: For essential workers, remote workers, outgoing workers, and displaced workers. 60-minute webinar was delivered to HR practitioners.
109. Yoon, H. J. (2020, October). *[Organization Development 2] A Values-Based Approach to Organization Development Based on Strengths*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
108. Yoon, H. J. (2020, September). *[Organization Development 1] A Systems Perspective on Teams and Organizations: An Assessment Approach*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
107. Yoon, H. J. (2020, August). *[Leadership Development 3] How to Develop an Engaging, Strategic Mission Statement for My Team*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
106. Yoon, H. J. (2020, July). *[Leadership Development 2] Identifying and Leveraging Individual Differences and Inner Motivations of Team Members*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.

105. Yoon, H. J., S. B., Farley, & Padilla, C. (2020, July). Organization Development Values for the Future. 60-minute webinar was delivered to OD practitioners and researchers. Organized by the Penn State Organization Development and Change Program.
<https://www.facebook.com/ODNetwork/videos/1216860735397821>
104. Yoon, H. J. (2020, June). [*Leadership Development 1*] *The Essence of Leadership: Matching the Needs of the Employees and the Organization*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
103. Yoon, H. J. (2020, May). [*Career Development 3*] *Envisioning Future Possibilities for Your Career Development*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
102. Yoon, H. J. (2020, April). [*Career Development 2*] *Finding Individual Strengths through Interviews or Conversations*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
101. Yoon, H. J. (2020, March). [*Career Development 1*] *Understanding the Self for Career and Leadership Development*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
100. Yoon, H. J. (2020, February). *Psychology of Human Agency: The Essence of Achieving Personal, Professional, and Organizational Goals*. 40-minute webinar was recorded and provided to employees at Motion Industries, Inc.
99. Yoon, H. J. (2020, January). *Career Leadership Camp (Mission: Impossible?)*. Five-day training was implemented for 25 Incheon National University students, Incheon, South Korea.
98. Yoon, H. J. (2020, December). *Competencies for career development practitioners: Hope-action theory and evidence-based practice*. Two-day training was offered to five Korea Labor Foundation career consultants. State College, PA, USA.
97. Yoon, H. J. (2019, July). How can we support employees' career development? [직원경력개발 어떻게 도와주어야 하는가?] 3-hour seminar delivered to 30 HR/HRD consultants, practitioners, and researchers, Seoul, South Korea. Self-organized & hosted by Taejeon Group.
96. Yoon, H. J. & Ahn, S. (2019, July). A career development workshop based on hope and human agency for global citizens. A half-day seminar was delivered to 50 counselors in South Korea, Chungnam National University, Daejeon, South Korea.
95. Yoon, H. J. (2017, July 27 & August 15). The Hope-Centered Career Inventory Certification Training. 3-hour training with pre- and post-assignments was delivered to Worktopia staff across Canada helping young people with autism gain employment.
94. Yoon, H. J. (2016, October). The Hope-Centered Career Inventory Certification Training. 2.5-hour training with pre- and post-assignments was delivered to three staff working for the Hope to Work project through MOSAIC, British Columbia, Canada.
93. Yoon, H. J. (2016, January 11-15). *Career Leadership Camp (Mission: Impossible?)*. Five-day training was implemented for 29 Al Akhawayn University students, Ifrane, Morocco.
92. Yoon, H. J. (2016, January 4-8). *Applying the Hope-Centered Model of Career Development*. Five-day training was offered for 18 career technical education teachers and professors. A Korean government funded project offered at the Korea University of Science Technology Education, Cheonan, South Korea.
91. Yoon, H. J. (2015, July 27-31). *Applying the Hope-Centered Model of Career Development*. Five-day training was offered for 14 career technical education teachers and professors. A Korean government funded project offered at the Korea University of Science Technology Education, Cheonan, South Korea.
90. Yoon, H. J. (2015, April 9). *Personality Test: The Enneagram*. 120-minute presentation was delivered to all students including those who are taking Psychology classes, Al Akhawayn University, Ifrane, Morocco.
89. Yoon, H. J. (2015, March). The Hope-Centered Career Inventory Certification Training. 3-hour training with pre- and post-assignments was delivered to career counselors at the University of

- Toronto-Mississauga, Canada.
88. Yoon, H. J. (2015, March). The Hope-Centered Career Inventory Certification Training. 3-hour training with pre- and post assignments was delivered to career practitioners at S.U.C.C.E.S.S., Vancouver, Canada.
 87. Yoon, H. J., & Ahn, S. S. (2015, January 12-16). *Career Leadership Camp (Mission: Impossible?)*. Five-day camp was implemented for 24 Al Akhawayn University students, Ifrane, Morocco.
 86. Yoon, H. J. (2014, September 17). *Personality Test: The Enneagram*. 120-minute presentation was delivered to all students including those who are taking Psychology classes, Al Akhawayn University, Ifrane, Morocco.
 85. Yoon, H. J., & Ahn, S. S. (2014, May – August). *Facilitating Career Development*. 10-week hybrid training was provided to 11 career development professionals. We met every Saturday in person for eight hours a day in addition to online learning. Seoul, South Korea.
 84. Yoon, H. J. (2013, November). *Leadership From an Agentic Perspective*. 60-minute facilitation was offered to students who are interested in leadership development, organized by the Leadership Development Institute, Al Akhawayn University, Ifrane, Morocco.
 83. Yoon, H. J. (2013, November). *Personality Test: The Enneagram*. 120-minute presentation was delivered to students who are taking Psychology classes, Al Akhawayn University, Ifrane, Morocco.
 82. Yoon, H. J. (2013, September). *Personality Test: The Enneagram*. 120-minute presentation was delivered to students as part of Management Seminar Series organized by the School of Business Administration, Al Akhawayn University, Ifrane, Morocco. See http://www.youtube.com/watch?v=eKhQ_oQZMxM
 81. Yoon, H. J., & Ahn, S. S. (2013, May – August). *Facilitating Career Development*. 10-week hybrid training was provided to six career development professionals. We met every Saturday in person for eight hours a day in addition to online learning. Seoul, South Korea.
 80. Moustaghfir, K., Yumol, B., & Yoon., H. J. (2013, February). *Human resource development in Morocco: Practices and perspectives*. A presentation was delivered to students and faculty members in the Human and Organizational Learning department
 79. Yoon, H. J., Ahn, S. S., Kang, E. H., Park, Y. J., & Yang, M. H. (2012, July 30-August 3). *Career Leadership Camp (Mission: Impossible?)*. Five-day camp was implemented for 30 Korea University students, Seoul and Yongin, South Korea. Remotely participated from PA, USA.
 78. Yoon, H. J. (2012, July 10-21). *Train-the-trainer program for the Career Leadership Camp (Mission: Impossible?)*. A total of 16 hours of training was delivered via Skype for four instructors in Seoul, Korea.
 77. Yoon, H. J. & Fu, I. (2012, June 22). *Drupal for your website and your e-Learning course(s)*. 70-minute hands-on workshop was delivered as part of Tech Lab of the 2012 NCDA Global Conference, Atlanta, GA.
 76. Yoon, H. J. (2012, June 18-20). *Career Development Facilitator (CDF) Instructor training*. Three-day instructor certification course was delivered in Atlanta, GA.
 75. Yoon, H. J. (2012, February 6-10). *Career Leadership Camp (Mission: Impossible?)*. Five-day camp was implemented for 30 Korea University students, Seoul and Yongin, South Korea.
 74. Yoon, H. J. (2011, November 30). *Past, present, and future of human agency research in Workforce Education*. Invited presentation for 10 Korean doctoral students in Workforce Education and Development at the Pennsylvania State University, University Park, PA.
 73. Yoon, H. J. (2011, August 22-26). *Career Leadership Camp (Mission: Impossible?)*. Five-day camp was implemented for 23 Korea University students, Seoul and Yongin, South Korea.
 72. Yoon, H. J. (2011, January 20). *Using human agency for career development, performance management, and organization development*. Presented at the PSU WSPM Career Development Interest Group monthly meeting, University Park, PA.
 71. Yoon, H. J. (2010, November 23 & 24). *Organization development through the HABIT model*. A 1-hour introductory session for eight HRD team members at LG Display, Seoul & Paju, Gyeonggi, South Korea.

70. Yoon, H. J. (2010, November 23). *Organization development through the HABIT model*. Facilitated a 2-hour interactive workshop for approximately 20 HRD professionals at SK Telecom, Icheon, Gyeonggi, South Korea.
69. Yoon, H. J. (2010, March 21). *Developing a mission, vision, and strategy for PhaC2s*. Facilitated a 4-hour workshop for the six 2009-PSU WFED-Ph.D-student cohort (PhaC2s), State College, PA.
68. Yoon, H. J., & Zaballero, A. (2010, March 17). *How to achieve HRD related certifications?: (S)PHR, GCDF, and CPLP*. Provided an information session on (S)PHR and GCDF to the members of Workforce Education and Development Society for Peer Mentoring (WSPM), University Park, PA.
67. Yoon, H. J. (2010, March 11). *The role of assessment in career planning*. Facilitated a 3-hour interactive session for students taking the Career Development Facilitator training, Long Island, NY.
66. Yoon, H. J. (2008, April 30). *How to prepare my résumé?* A 1-hour workshop for the members of Delta Kappa Epsilon Fraternity at the Career Services Center of the Pennsylvania State University, University Park, PA.
65. Yoon, H. J. (2008, April 10). *Managing life goals*. A 1-hour workshop for the students of *Effective Career Decision-Making* class (CN ED 100) at the Career Services Center of the Pennsylvania State University, University Park, PA.
64. Yoon, H. J. (2007, May 22). *Goal setting and performance evaluation*. Lectured and facilitated a 4-hour workshop for Taejon Pharm Wholesale Co., Ltd., Jeonju, Jeonbuk, South Korea.
63. Yoon, H. J. (2007, April 19-20). *Developing personal mission & vision statement & Focus: Achieving your highest priorities*. A 2-day workshop to 19 newcomers of LG Display at the No.1 Talent Center, Paju, Gyeonggi, South Korea.
62. Yoon, H. J. (2007, April 2). *Effective documentation method*. Lectured for 3 hours to 19 newcomers of LG Display at the No.1 Talent Center, Paju, Gyeonggi, South Korea.
61. Yoon, H. J. (2006, December 22-23). *Building a strategic mission and vision of ICCUS*. Facilitated an 8-hour workshop for 36 leaders of International Cultural workCamp of University Students at the Youth Center of Korea University, Daechon, Chungnam, South Korea.
60. Yoon, H. J. (2006, December 2-3). *Mission & role development workshop for teams*. Facilitated a 12-hour workshop for 5 teams of Taejeon Pharm Wholesale Co., Ltd., Jeonju, Jeonbuk, South Korea.
59. Yoon, H. J. (2006, November 20). *Developing A CurricuLUM workshop*. Facilitated an 8-hour workshop for Quality Department of LG Display at the No.1 Talent Center, Paju, Gyeonggi, South Korea.
58. Yoon, H. J. (2006, November 9). *Discovering your real values: Career anchor workshop*. A 4-hour workshop for 16 high performing employees from overseas office, **China, Japan, USA, Germany, Hong Kong, etc.**, at Twin Tower, Seoul, South Korea.
57. Yoon, H. J. (2006, November 8). *Role & job analysis workshop for team leader development*. Facilitated an 8-hour workshop for Team Leaders of LG Display at the No.1 Talent Center, Paju, Gyeonggi, South Korea.
56. Yoon, H. J. (2006, October 28). *Building a strategic mission & vision of corporate*. Facilitated a 10-hour workshop for Taejeon Pharm Wholesale Co., Ltd. at Hotel Spapia, Yuseong, Daejeon, South Korea.
55. Yoon, H. J. (2006, September 28). *How to care for team members?* Presented a 2-hour workshop to new managers as part of the Pre-Leader Basic course at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
54. Yoon, H. J. (2006, September 15). *Focus: Achieving your highest priorities*. A 1-day workshop to the assistants of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
53. Yoon, H. J., & Lee, H.S. (2006, September 10). *Vision 2020: Values, mission, vision, and goal development for individuals*. A 1-day workshop for office workers of Taejeon Pharm

- Wholesale Co., Ltd., Jeonju, Jeonbuk, South Korea.
52. Yoon, H. J., & Lee, H.S. (2006, September 9). *Vision 2020: Values, mission, vision, and goal development for individuals*. A 1-day workshop for sales people of Taejeon Pharm Wholesale Co., Ltd., Jeonju, Jeonbuk, South Korea.
 51. Yoon, H. J. (2006, July 28). *Focus: Achieving your highest priorities*. A 1-day workshop to newcomers of Research Institute of LG Display, Anyang, Gyeonggi, South Korea.
 50. Yoon, H. J. (2006, July 24). *Understanding career anchors: What is career anchors and how to identify and use it?* 2-hour seminar for 21 HRD professionals of LG Display in Gumi, Gyeongbuk, South Korea. The seminar converted to an e-presentation on a learning portal site.
 49. Yoon, H. J. (2006, June 16). *Enneagram for better team work*. 2-hour workshop for the leader successors of LG Display as part of the *Pre-Leader Advanced Course* at the No.1 Talent Center, Paju, Gyeonggi, South Korea.
 48. Yoon, H. J. (2006, June 9). *Enneagram for better team work*. 2-hour workshop for the leader successors of LG Display as part of the *Pre-Leader Advanced Course* at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 47. Yoon, H. J. (2006, May 19). *Focus: Achieving your highest priorities*. A 1-day workshop to the assistants of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 46. Yoon, H. J., & Kee, D. G. (11 May 2006). *Focus: Achieving your highest priorities*. A 1-day invited workshop to the employees of LG Display America, **San Jose, CA, U.S.**
 45. Yoon, H. J. (2006, April 26). *Team work and team communication*. 4-hour workshop for the new managers of LG Display as part of the *Pre-Leader Basic Course* at the No.1 Talent Center, Paju, Gyeonggi, South Korea.
 44. Yoon, H. J. (2006, April 21). *Enneagram for better team work*. 2-hour workshop for the leader successors of LG Display as part of the *Pre-Leader Advanced Course* at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 43. Yoon, H. J. (2006, March 23). *Focus: Achieving your highest priorities*. A 1-day invited workshop to the employees of LG Display Shanghai, **Shanghai, China**.
 42. Yoon, H. J. (2006, March 20). *Strategies for successful company life: Through Ego-OKgram*. A 3-hour presentation for the newcomers of LG Display as part of the *Newcomer's Training Course for Technicians* at the Competency Development Center, Gumi, Gyeongbuk, South Korea.
 41. Yoon, H. J. (2006, March 17). *The action learning workshop: How to define and solve the problems of each Part*. Presented and facilitated a 7-hour workshop for the new managers of LG Display as part of the *Pre-Leader Basic Course* at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 40. Yoon, H. J. (2006, March 8). *Strategies for successful company life: Through Ego-OKgram*. A 3-hour presentation for the newcomers of LG Display as part of the *Newcomer's Training Course for Technicians* at the Competency Development Center, Gumi, Gyeongbuk, South Korea.
 39. Yoon, H. J. (2006, February 22). *Focus: Achieving your highest priorities*. A 1-day workshop to the engineers of the Panel 4 Factory of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 38. Yoon, H. J. (2006, February 14). *Focus: Achieving your highest priorities*. A 1-day workshop to the engineers of the Panel 4 Factory of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 37. Yoon, H. J. (2006, January 19). *Strategies for successful company life: Through Ego-OKgram*. A 3-hour presentation for the newcomers of LG Display as part of the *Newcomer's Training Course for Technicians* at the Competency Development Center, Gumi, Gyeongbuk, South Korea.
 36. Yoon, H. J. (2006, January 13). *Focus: Achieving your highest priorities*. A 1-day invited workshop

- to the employees of LG DisplayJapan at the Yoyoki Olympic Park, **Tokyo, Japan.**
35. Yoon, H. J. (2006, January 11). *Focus: Achieving your highest priorities*. A 1-day invited workshop to the employees of LG DisplayShanghai at the Legent Shanghai Hotel, **Shanghai, China.**
 34. Yoon, H. J. (2005, December 16). *Focus: Achieving your highest priorities*. A 1-day workshop to the assistants of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 33. Yoon, H. J. (2005, December 9). *Focus: Achieving your highest priorities*. A 1-day workshop to the employees of the Department of Qualification of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 32. Yoon, H. J. (2005, November 18). *Strategies for successful company life: Through Ego-OKgram*. A 3-hour presentation for the newcomers of LG Display as part of the *Newcomer's Training Course for Technicians* at the LG Display Competency Development Center, Gumi, Gyeongbuk, South Korea.
 31. Yoon, H. J. (2005, November 9). *Focus: Achieving your highest priorities*. A 1-day workshop to the engineers of the Panel 5 Factory of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 30. Yoon, H. J. (2005, October 20). *Focus: Achieving your highest priorities*. A 4-hour workshop to 7 people including the factory manager of the Panel 2 Factory of LG Display at the Panel 2 Factory, Gumi, Gyeongbuk, South Korea.
 29. Yoon, H. J. (2005, October 19). *Focus: Achieving your highest priorities*. A 1-day workshop to the senior administrative managers from eight overseas offices of LG Display at the Sangnok Resort, Cheonan, Chungnam, South Korea.
 28. Yoon, H. J. (2005, October 11). *Strategies for successful company life: Through Ego-OKgram*. A 3-hour presentation for the newcomers of LG Display as part of the *Newcomer's Training Course for Technicians* at the LG Display Competency Development Center, Gumi, Gyeongbuk, South Korea.
 27. Yoon, H. J. (2005, September 13). *Focus: Achieving your highest priorities*. A 1-day workshop to the engineers of the Panel 2 Factory of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 26. Yoon, H. J. (2005, September 12). *Focus: Achieving your highest priorities*. A 1-day workshop to the engineers of the Panel 2 Factory of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 25. Yoon, H. J. (2005, August 19). *Focus: Achieving your highest priorities*. A 1-day workshop to the assistants of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 24. Yoon, H. J., & Kim, H. S. (2005, August 15). *Focus: Achieving your highest priorities*. A 1-day workshop to the assistants of LG Display at the LG Electrics Learning Center, Gumi, Gyeongbuk, South Korea.
 23. Yoon, H. J., & Lee, C. Y. (2005, August 14). *Focus: Achieving your highest priorities*. A 1-day workshop to the engineers of the Panel 3 factory of LG Display at the Competency Development Center, Gumi, Gyeongbuk, South Korea.
 22. Yoon, H. J. (2005, February 3 and 7, March 9, 11, 23, and 24, April 4, 6, 12, and 26, May 13, and June 22). *Strategies for successful company life: Through Ego-OKgram*. 3-hour workshops for the newcomers of LG Display as part of the *Newcomer's Training Course for Technicians* at the LG Display Competency Development Center, Gumi, Gyeongbuk, South Korea.
 21. Yoon, H. J. (2004, December 20). *Introduction to the Enneagram: the way we live together*. A 2-hour presentation for the HR practitioners of LG Display at the LG Display Competency Development Center, Gumi, Gyeongbuk, South Korea.
 20. Yoon, H. J. (2004, May 25). *Understanding the Enneagram*. A 2-hour presentation for the students of *Human Resource Development* class as part of the *Lifelong Educator Course* at the School of Continuing Education Ewha Women's University, Seoul, South Korea. [Class teaching]
 19. Yoon, H. J. (2004, May 15). *Understanding & improving self: through the Ego-Okgram*. A 2-hour

- presentation for the social workers at Jeongnip Center for Rehabilitation & Independence, Seoul, South Korea.
18. Yoon, H. J. (2004, March 27). *Understanding self & others: through the Enneagram*. A 2-hour presentation for the new comers of International Cultural workCamp for University Students, Gapyeong, Gyeonggi, South Korea.
 17. Yoon, H. J. (2004, February 19). *Understanding self & others: through the Enneagram*. A 2-hour presentation for the students of the *7 Habits of Highly Effective Teens* at Hankuk University of Foreign Studies, Yongin, Gyeonggi, South Korea.
 16. Yoon, H. J. (2004, February 5). *Understanding self & others: through the Enneagram*. A 2-hour presentation for the students of the *7 Habits of Highly Effective University Students* at Chungho Academy, Hwaseong, Gyeonggi, South Korea.
 15. Yoon, H. J. (2004, January 8). *Understanding self & others: through the Enneagram*. A 2-hour presentation for the students of the *7 Habits of Highly Effective Teens* at Hankuk University of Foreign Studies, Yongin, Gyeonggi, South Korea.
 14. Yoon, H. J. (2003, December 5). *Understanding & improving self: through the Ego-OKgram*. A 2-hour presentation for the social workers of Mapo Community Rehabilitation Center at Doonae Natural Recreation Forest, Gangwon, South Korea.
 13. Yoon, H. J. (2003, November 19). *Special lecture on the Enneagram*. A 2-hour presentation to the students of the department of education who were taking the *Human Resource Development* class at Korea University, Seoul, South Korea.
 12. Yoon, H. J. (2003, September 25). *Understanding self & others: through the Ego-OKgram*. A 2-hour presentation to the consultants of Korea Leadership Center, Seoul, South Korea.
 11. Yoon, H. J. (2003, September 8). *Introduction to the Enneagram*. A 2-hour presentation to the all of the employees including the CEO of Korea Leadership Center, Seoul, South Korea.
 10. Yoon, H. J. (2003, September 3). *Introduction to Transactional Analysis*. A 2-hour presentation to the members of Society for Human Resource Development at Hansol Education, Seoul, South Korea.
 9. Yoon, H. J. (2003, June 28). *Understanding & Improving Self: through the Ego-OKgram*. A 2-hour presentation for the social workers of Paju Community Rehabilitation Center, Paju, Gyeonggi, South Korea.
 8. Yoon, H. J. (2003, June 23). *Introduction to the Ego-OKgram*. A 2-hour presentation to the all of the employees including the CEO of Powermind Consulting, Seoul, South Korea.
 7. Yoon, H. J. (2003, June 21). *Workplace Learning & Performance Trends 2003*. A 1-hour presentation to the members of OPE Corporate Instructor's Community, Seoul, South Korea.
 6. Yoon, H. J. (2003, April 22). *Transactional Analysis: Train the Trainers course*. A 14-hour workshop to the instructors and staff developers of OPE Corporate Instructor's Community. Workshops delivered on 6 different days from January 7, 2003, Seoul, South Korea.
 5. Yoon, H. J. (2003, March 22). *My ego-state and life position*. A 2-hour seminar to the instructors of the Hilton hotel service trainers in Seoul, South Korea.
 4. Yoon, H. J. (2003, January 1). *Transactional Analysis: Train the Trainers course*. A 14-hour workshop to the staff developers of Hyundai Human Plus. Workshops delivered on 7 different days from November 19, 2002, Icheon, Gyeonggi, South Korea.
 3. Yoon, H. J. (2002, November 11). *How to succeed in military life and managing soldiers?* A 2-hour invited keynote to the R.O.T.C students of Korea University at Korea University, Seoul, South Korea.
 2. Yoon, H. J. (2002, November 21). *Special lecture on enneagram and transactional analysis*. A 3-hour presentation to the students who were taking the *Theories of Counseling* class at Korea University, Seoul.
 1. Yoon, H. J. (2002, January 26-27). *How to run a group therapeutic counseling program: Train the trainers course*. A 2-day workshop to the officers & soldiers who were in charge of the counseling program for soldiers with suicidal symptoms in the artillery brigade, Paju, Gyeonggi, South Korea.

SERVICE AND LEADERSHIP

SERVICE AT PENN STATE

Program

Search Committee Chair, Workforce Education and Development Fixed-Term Faculty Search, Member. (Spring 2023 – Summer 2023).

Search Committee Chair, Workforce Education and Development Fixed-Term Faculty Search, Member. (Fall 2021 – Summer 2022).

Search Committee Member, Workforce Education and Development Tenure-Track Faculty Search, Member. (August 17, 2018 –May, 2019).

Core Faculty, Workforce Education and Development Program (Fall 2017 – Spring 2021)

- Created a Facebook page, called Penn State WFED Ph.D. Community in Fall 2018 to facilitate communications between the current students and alumni. As of June 2020, the number of members is 131.
- Proposed a new certificate program on employee career development involving four courses. The WFED faculty voted to approve the proposal. (Spring 2020)
- Co-created a roadmap for the Master of Professional Studies in Organization Development and Change integrating certificate programs and other related-degree programs. (Fall 2019)
- Co-created certificate programs—*Career and Leadership Development* and *Technology-Leveraged OD*—in the Master of Professional Studies in Organization Development and Change.
- Facilitated SWOT Analysis sessions involving nine WFED faculty members to create strategies for the program. (Summer 2020)
- Conducted a program-wide strategic planning involving all stakeholders.
<https://sites.psu.edu/wfedsummit2021/>

Department

Host of a visiting scholar, I-Ming Chen, from the National Taiwan Normal University (NTNU) as part of an MOU between LPS (Penn State) and the Department of Technology Application and Human Resource Development (NTNU). He stayed at Penn State from January 2018 through December 2019.

Liaison, the Faculty Council and the Strategic Planning Committee. (See details under the College section)

College

Member, Outreach Committee, the College of Education (October 2025-Present; LPS representative)

Member, Faculty Council, the College of Education (September 2024-Present; LPS representative)

Member, Distinguished Professor Selection Committee, the College of Education (2025; Faculty Council representative)

- Appointed by the Dean to serve as the Faculty Council representative in the selection of the college's distinguished professors.
- Reviewed nomination portfolios and provided evaluative feedback for the college-level selection of distinguished professor candidates.
- Represented the Faculty Council to ensure diverse faculty perspectives and rigorous standards were applied during the selection process.

Chair, Technology Committee, the College of Education (October 2018-September 2022)

- Offered over five CoE technology roundtable series for faculty, staff, and students in the college.
- Increased the size of the committee by recruiting three student members and a staff representative.
- Collaborated with the Pennsylvania School Study Council (PSSC) to provide developmental opportunities concerning the use of technology to preK-12 schools in Pennsylvania.

Member, Faculty Council, the College of Education (September 2018-May 2020; LPS representative)

- Collected feedback from the LPS department faculty members and shared them with the Faculty Council.

- Contributed to developing peer teaching observation guidelines for tenure and promotion.
- Served as a liaison to the Technology Committee.

Member, Strategic Planning Committee, the College of Education (December 2019-). I serve the College as a representative of the LPS department.

- Organized and facilitated a virtual town hall session with the College of Education alumni using MeetingSphere.
- Provided feedback on the direction and process of the strategic planning utilizing OD expertise.

Moderator, ED Faculty Collaborative Community. Appointed by the Dean; created an MS Teams group in March 2020 to share tips and information about distance learning, due to COVID-19.

Symposium Organizer, The 1st Penn State-KLF Career Development Symposium (December 2019).

Panel, New faculty orientation, The College of Education. (September 2019)

University

Alternate Member, the Graduate Council as a representative of the College of Education. (September 2018-May 2020)

Consultant, Global Programs. Guided their data analysis and utilization for organizational change. (Spring 2020).

SERVICE TO THE PROFESSION

Editorial Board Member, *Career Development Quarterly*, November 2024 – Present.

Editorial Board Member, *Human Resource Development Review*, September 2016 – Present.

Associate Editor, *Human Resource Development Review*, July 1, 2020 – June 30, 2023. HRDR is one of the major journals of the Academy of Human Resource Development (AHRD). Impact factor rose from 2.765 (2020) to 6.4 (2023). SSCI journal. <https://journals.sagepub.com/home/hrd>

Reviewer, *Journal of Humanware*. February 2020 – Present.

Reviewer, 2020 AHRD International Conference in the Americas. Career and Leadership Development Track.

Board Member, The Korean Society for Human Resource Development (KSHRD). KSHRD is a leading HRD society in South Korea that facilitates knowledge creation by industry HRD professionals and researchers. I am a member of the international communications team. September 2019 – Present.

Board Member, Korean Academy of Human Resource Development in America (KAHRDA). KAHRDA is an association for Korean HRD researchers in the United States. January 2018 – Present.

Member, The Program Excellent Network (PEN), the Academy of Human Resource Development. PEN is a sub-unit of AHRD for institutions with HRD programs. I am the Penn State representative, and I respond to the benchmarking survey and attend the PEN meeting during the AHRD conference. September 2017 - Present.

Team Leader, OD Values for the Future Circle, OD Gathering (<https://www.odgathering.com/>). OD gathering that occurred three years in a row is attended by about 100 OD experts in the world to redefine the field of OD. I co-led the OD values circle group and completed a Delphi study.

Evaluator, 2020 NCDA Merit Award Nomination for Un-Yeong Park

Evaluator, EB-1 petition for Dr. Siham Leckiri, Assistant Professor of the MSHR Program at Western Carolina University

Evaluator, EB-2 NIW petition for Boreum Ju, a Ph.D. student at the University of Illinois at Urbana-Champaign

Reviewer, *International Commercial Training*, February 2019 – Present.

Reviewer, 2019 Human Resource Development Review Elwood F. Holton Research Excellence Award.

Reviewer, 2019 AHRD Best Dissertation of the Year.

Reviewer, 2019 AHRD International Conference in Asia. Organization Development and Change Track.

Reviewer, 2018 AHRD International Conference in Asia. Organization Development and Change Track.

Reviewer, *Journal of Management Studies*. 2017, Special issue, titled Meaningful work: Prospects for the 21st century.

Track Leader, Business Industry Track, 2019 National Career Development Association Global Conference

Track Leader, Business Industry Track, 2018 National Career Development Association Global Conference

Track Leader, Special Population Track, 2017 National Career Development Association Global Conference

Track Leader, Special Population Track, 2016 National Career Development Association Global Conference

Track Leader, Special Population Track, 2015 National Career Development Association Global Conference

Track Leader, Special Population Track 2014 National Career Development Association Global Conference

Trustee-At-Large, [The NCDA Board of Directors](#), October 2013 – September 2016; October 2016 – September 2019

- Elected and re-elected for the 2nd term to the Board of Directors of the National Career Development Association (NCDA), a premier career development professional organization with over 5,000 members across the globe.
- Led the NCDA values research team and identified and prioritized eight NCDA core values based on the positive experiences of members with NCDA.
- Chaired a task force team on improving the effectiveness of NCDA's professional development evaluation system that aims for NCDA to become an approved provider for professional organizations such as SHRM, ASTD, ICF, etc.
- Chaired a task force team on revising the NCDA's mission statement.
- Chaired a task force team on developing a structure of the constituency group model of NCDA.
- Chaired the special population track of the review of conference proposals for the NCDA annual conferences.
- Served as a liaison to the CDF Advisory Council (2014-2016).
- Served as a liaison to the Social Media Group (2015-2017).
- Served as a liaison to the Diversity and Inclusion Committee (2016-2017).
- Served as a liaison to the Publications Development Council (2018-2019).
- Served as a liaison to the Global Connections Committee (2018-2019).
- Co-developed guidelines for an action learning program targeting the Leadership Academy, which intends to grow future leaders at NCDA.

Co-Editor, A special issue, titled Examination of Theoretical Foundations: Implications for HRD Research (Volume 21, Issue 3) for *Advances in Developing Human Resources*. February 2018 – March 2019.

Editorial Board Member, *Journal of Future Oriented Youth Society*, April 2015 – November 2016.

Co-Editor, A special issue on training and development in Africa, *International Journal of Training and Development*, June 2015 – June 2016.

Reviewer, *International Journal of Training and Development*, August 2011 – Present.

Business and Industry Representative, The NCDA CDF Advisory Council, August 2010 – July 2013.

- The CDF Advisory Council was formed to enhance the development and delivery of the NCDA Career Development Facilitator project to the field. As of May 2011, approximately 20,000 career development professionals have completed the training world-wide.
- Conducted needs assessment research to update the NCDA Career Development Facilitator (CDF) curriculum and market it globally.
- Provided feedback, consultation, review, and evaluation of the major initiatives related to the CDF curriculum (e.g., curriculum update, continuing education, awards, etc.)

Reviewer in the career development track, 2014 AHRD Asian chapter conference.

Reviewer in the career development track, 2011 AHRD Americas conference.

Reviewer in the career development track, 2010 AHRD Americas conference.

Executive for Learning & Service, Steering Committee, OPE Corporate Instructor's Community (병아리강사들답이 되는그날까지...), November 2002 – November 2003

- Prepared monthly seminars, held special seminars, and connected the instructors with community rehabilitation organizations for staff training with no charge.

Secretary, Society for Human Resource Development (SHRD), August 2002 – August 2003

- Prepared weekly seminars and organized the delegation to the ASTD 2003 International Conference and Exposition.

MEMBERSHIP AND OTHER SERVICE

External Examiner, Program Review, King Abdulaziz University, Educational Administration, Faculty of Educational Graduate Studies, Reviewer. (April 7, 2022 - May 25, 2022).

Advisor, The HRD Consulting Group, Al Akhawayn University in Ifrane, January 2015 – August 2016

Advisor, Korea Discovery Club, Al Akhawayn University in Ifrane, 2014

Career Development Interest Group Leader, WFED Society for Peer Mentoring (WSPM), September 2010 – May 2011.

- Held monthly interest group meeting. Approximately 10 students and scholars from overseas and different regions in the U.S. attend the meeting face-to-face or online.

Group Coach, PhaC²s (The 1st year student cohort of WFED in 2009), October 2009 – May 2010

- Provided coaching, mentoring, and facilitation to the group of six doctoral students from Bermuda, Taiwan, South Africa, Ghana, Philippines, and the U.S.

President, WFED Society for Peer Mentoring (WSPM), September 2009 – August 2010.

- Matched new students in WFED with mentors and offered monthly mentoring activities (e.g., candidacy exam rehearsal, conference presentation rehearsal, and journal article publication workshop).

Student Leadership Team, Penn State Learning and Performance Systems (L&PS), September 2009 – August 2010

- Organized department-wide semiannual poster sessions and a student orientation program.

Vice President, WFED Society for Peer Mentoring (WSPM), June 2008 – August 2009

- Organized the interest matching activity and developed surveys and the website of WSPM.

Member, National Career Development Association (NCDA). January 2008 – Present

Member, Academy of Human Resource Development (AHRD). January 2009 – Present

Member, Society for Human Resource Management (SHRM). January 2008 – 2013

Member, Society for the Research of Humanware (휴먼웨어연구회), September 2002 – Present

Study Leader, Society for the Research of Humanware (휴먼웨어연구회), December 2002 – December 2003

Member, American Society for Training and Development (ASTD). June 2003 – June 2004; March 2011 – March 2013

Member, The Korean Society for Enneagram (한국에니어그램학회). September 2004 – September 2005

CONFERENCES ORGANIZED

The 1st Penn State-KLF Career Development Symposium (December 11, 2019). This symposium is co-sponsored by the Korea Labor Foundation (KLF) and Penn State College of Education. In-person and online options were available. Serviced as the Symposium Chair.

(<https://sites.psu.edu/cdsymposium/>)

The 2016 AHRD International Research Conference in Asia and MENA Conference (November 2-4, 2016). Held at Al Akhawayn University in Ifrane, Morocco, co-organized by the Academy of Human Resource Development. Researchers from 19 countries attended. Served as Scientific Committee Chair and Conference Site Co-Chair.

SELECTED PROFESSIONAL CREDENTIALS

Facilitating Career Development Master Trainer

- Selected through a rigorous review based on the combination of education, work and teaching experience, and service to the field.

Certified Career Services Provider

- Met the training, education, and competency requirements as a career services provider. Awarded by NCDA.

Career Development Practitioner Supervisor

- Met the criteria as a clinical supervisor for career development practitioners. Awarded by NCDA.

Video Learning Network (VLN) Instructor

- Successfully completed the VLN 2000 that prepared instructors to be effective in a video-enhanced, hybrid instructional environment. Awarded by Penn State Academic Outreach.

FCD eLearning Instructor

- Met the criteria for the Facilitating Career Development (FCD) eLearning instructor and successfully completed the instructor training. Awarded by NCDA.

FCDI *Facilitating Career Development Instructor*

- Met the criteria for the FCD instructor and passed an evaluation on teaching the FCD curriculum, which addresses 12 competencies. Awarded by NCDA.

L.E. *Lifelong Educator (2nd grade)*

- Completed one month of internship and seven courses on Lifelong Education offered through Korea University. Awarded by the Ministry of Education and Human Resource Development.

Focus® Facilitator

- Successfully completed the facilitator certification for Focus® – Achieving your highest priorities™ by FranklinCovey Co.

Enneagram Instructor

- Awarded by Korea Enneagram Education Center. Completed four courses on Enneagram.

Transactional Analysis Instructor

- Awarded by the Enterprise Development Institute. Completed two courses on transactional analysis.

6 Sigma Green Belt

- Completed 6 Sigma projects and passed the qualification examination. Awarded by LG Display.

The Root Program Instructor

- Awarded by Hongik Lifelong Education Center. Completed 10 sessions of a localized version of sensitivity training in a South Korean context.

SPHR *Senior Professional in Human Resource*

- Passed the S.P.H.R. certification examination. Awarded by Society for Human Resource Management. (June 28, 2008 – January 31, 2021).

GCDF *Senior Professional in Human Resource*

- Passed the S.P.H.R. certification examination. Awarded by Society for Human Resource Management. (June 28, 2008 – January 31, 2021).

CONSULTING ACTIVITIES AND PROJECTS

27. Yoon, H. J. (2023-). *Developing leaders into hope-action consultants*. Executive and senior leaders in a pharmaceutical company. [nationwide]. South Korea.
26. Yoon, H. J. (2016-2023). *Evaluating the impact of leadership and career development programs*. [company name: confidential]. A large U.S. manufacturing company. A time series design up to an experimental study for leaders and individual contributors.
25. Yoon, H. J. (2014). *Installing a performance management practice*. Provided HR consultation accompanying a one-day training session with executives and managers in a pharmaceutical company. Osan, South Korea.
24. Yoon, H. J. (2013). *Diagnosis on organizational culture and HR effectiveness*. Provided HR consultation accompanying focus group interviews with all teams in a pharmaceutical company. Seoul, South Korea.
23. Demand Consulting Group (2012, 2013). *Competency-based selection interviews for candidates for promotion*. Served as one of interviewers [company name: confidential]. Gapyeong, Gyeonggi, South Korea.
22. Yoon, H. J. (2011, 2012). *Development, implementation, and evaluation of a five-day career leadership camp program for university students*. Contracted with the Korea University Career Development Center. Seoul, South Korea.
21. Yoon, H. J., deShield, S., & Zaballero, A. (2010). *Needs assessment for the NCDA Career Development Facilitator curriculum update*. Over 20,000 people have received the CDF training. The results of this needs assessment guided the 3rd edition CDF curriculum development. Initiated by the National Career Development Association CDF Advisory Council. U.S.
20. ASTD, ICFI, & Penn State Research Team. (2010). *ASTD leadership development program impact study*. Served as a research coach; led developing surveys and an interview protocol; taught evaluation in HRD; analyzed interview and literature review data by using NVivo; and generated an initial model of measuring LDP impact. An international project funded by American Society for Training and Development. U.S. See <http://store.astd.org/Default.aspx?tabid=167&ProductId=21917> for findings.
19. Yoon, H. J. (2010). *Coordination of visits to four career development facilities in San Francisco, CA, for Korean delegates to the 2010 NCDA global conference*. U.S.
18. Yoon, H. J. (2009). *Developing and validating the Assessment of Human Agency for individuals' career development*. Personal project. U.S.
17. Yoon, H. J. (2009). *Coordination of corporate learning center visits: Xerox and IBM Learning Center in the US*. Funded by LG Display, South Korea.
16. Hutchison, B., Lemberger, M., & Yoon, H. J. (2009). *Developing a career group curriculum: Advocating student within environment*. A grant funded project in St. Louis, Missouri. U.S.
15. Kim, J., Park, J., & Yoon, H. J. (2009). *Developing an online course on change management*. An internal project of Penn State Continuing and Professional Education. U.S.
14. Gido, J., Baker, R., Matsueda, K., & Yoon, H. J. (2008). *Developing an online, credit course on Project Management*. An internal project of Penn State Continuing and Professional Education. U.S.
13. Yoon, H. J. (2008). *Developing manuals on recording Podcasts, managing KELe (an e-learning system), and using Adobe Connect*. An internal project of Penn State Continuing and Professional Education. U.S.
12. Yoon, H. J. (2007). *Consultancy on developing performance based HR systems*. Provided consulting service to Taejeon Pharm Wholesale Co., Ltd. in Jeonju, Jeonbuk, South Korea.
11. Yoon, H. J., & Ahn, J. H. (2007). *e-learning program development: Bae-ryu(Consideration)*. An internal project of LG Display.
10. Yoon, H. J. (2007). *Developing vision, mission, and values of FA Technology department*. An internal project of LG Display.
9. Yoon, H. J. (2006). *Needs assessment for staff development and consultancy on aligning vision and mission of organization, teams, and individuals*. Provided consulting service to the Taejeon

Pharm Wholesale Co., Ltd. in Jeonju, Jeonbuk, South Korea.

8. Bong, H. C., Yoon, H. J., & Kang, J. B. (2006). *Developing the Pre-Leader Advanced course for leader successors with an action learning approach*. An internal project of LG Display.
7. Shin B. S., Yoon, H. J. (2005). *Developing the Pre-Leader Basic course for new managers with an action learning approach*. An internal project of LG Display.
6. Bong, H. C., & Yoon, H. J. (2005). *ROI evaluation of the Focus workshop*. An internal project of LG Display.
5. Shin, B. S., & Yoon, H. J. (2005). *Needs assessment for first-line managers*. An internal project of LG Display.
4. Jang, W. J., & Yoon, H. J. (2005). *Developing HR On-the-Job-Training (OJT) System*. An internal project of LG Display.
3. Yoon, H. J., & Ahn, K.W. (2005). *Defining issues for cultural changes in the department of Human Resources*. A internal project of LG Display.
2. Yoon, H. J. (2005). *Correlation between outcomes of the Level three evaluation and performance records of the trainees of the course called To be HPT Leader*. An internal project of LG Display.
1. Park, S. Y., Yoon, H. J., & Kim, S. H. (2003). *The brand new e-learning: constructivist approach*. Conducted as a term project of graduate school of Korea University. (This project was about developing a learning system using social networking.)