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Dr. Baird is Professor of Management at Boston University and Department Chair of the Organization Behavior Department. He is currently a principal at the Systems Research Center and the Executive Development Roundtable. Each of these Institutes and Roundtables brings together leading organizations to work common issues and problems.

Working with many corporations he has been able to do a full analysis of the Corporation and help them understand the risks and the potential of corporate wide learning, knowledge and technology initiatives. Initiatives designed to drive organization performance and bring implementation into alignment with strategy. He also works with executives to help them drive both personal and organization transformation. He is currently helping firms leverage their executive development activities. With all of these projects the objective is to improve organizational performance. He is author of numerous books and articles on the topics of human resource management and executive development.

He received his B.S. degree from Utah State University and his M.B.A. and Ph.D. from Michigan State University.