

Member Profiles

2017 FEB

Members

3M

Mike Ottesen

Chair



HR Director, Electronics and Energy Group

3M

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Mike Ottesen is the Human Resources Director for 3M's Electronic and Energy Business Group, one of 5 market aligned business groups within 3M. In this role, he and his team approach HR as a business, by helping to both craft the strategic direction of the Electronics and Energy business and also translating these strategies into executable HR priorities and tactics aligning and supporting the strategic direction of the business.

Mike has spent his professional career at 3M where he joined the company in 1994. Early in his career, he worked in a variety of HR related roles including multiple roles as a plant HR generalist, HR M&A integration leadership, Lean Six Sigma Black Belt driving process improvement in the HR organization. Mike was the Global HR Director for 3M's Health Care business group from 2006 - 2014. In 2014, Mike had the opportunity to learn and grow while working in the other side of 3M's "Matrix" when took the leadership role as HR Director for 3M's international area operation in Central East Europe and Middle East Africa, where he was based out of Warsaw, Poland.

Mike is currently lives in the Twin Cities and works based out of 3M's global headquarters in St. Paul, Minnesota. He holds both a bachelors of business administration and an MBA from the University of Iowa.

Vivian Renfro

Associate



Human Resource Manager

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Vivian Renfro is currently a Human Resource Professional with 3M, located in Austin Texas. She has 19 years of Human Resource Experience. Her Human Resource experience is broad and spans across Talent Acquisition (formerly staffing), Development, Diversity and Operations. Prior to joining the Human Resource Organization she worked as a Product Development and Test Engineer as well as a Quality Supervisor within 3M. Vivian started her career with 3M as a Product Development Engineer after completing her Bachelors of Science Degree in Mechanical Engineering from Prairie View A&M University. As an Engineer she worked with recruiting teams, participating in Texas campus visits and diversity conferences to recruit students which subsequently led to her interest in Human Resources. Vivian pursued her Masters in Human Resources Leadership Development, graduating from the Executive program at the University of Texas. In her current role as a Human Resource Manager she supports the Communications Markets and Electrical Markets Division and works on EEBG projects focused on diversity and leadership development. She works with leaders on high potential and leadership development, headcount management, strategy and execution, succession planning, change management and diversity program implementation. Born in Frankfurt, Germany, Vivian is the youngest of three siblings. Vivian is the former chairperson of the Texas Alliance for Minorities in Engineering, former board member of Inroads Inc.'s Austin affiliate, Children's Haven Inc. and Meals on Wheels and More. Vivian has been married for 27 years to Gary M. Renfro, Pastor of Corinth Missionary Baptist Church where she is an active member of the Marriage Ministry, Deaconesses and Ministers Wives Auxiliary as well as the Chosen Generation Youth Ministry. She also serves as a Sunday School Teacher and speaker in the One Heart Women's Ministry. She is one that gives her best whenever and wherever; always preferring to serve, rather than to be served. Vivian and Gary have three wonderful children: One son, David, and twin daughters Rachel and Rebekah. Vivian is very passionate about encouraging others. Other than being a mom, professional and pastor's wife, Vivian loves to pass on what her mom instilled in her as a child and that is to help others by encouraging them to do and be their absolute best whether at home, work or in the community.

Beaver Country Day School

Peter Hutton

Chair



Head of School

Beaver Country Day School

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Peter Hutton has been Head of Beaver Country Day School, one of the nation's leading independent schools for grades 6-12, since 1992. Located in Chestnut Hill, MA, the school is at the forefront of education and innovation on the local and national levels through its commitment to the studio model, creative problem solving, teaching with technology and preparing its students to adapt and impact our rapidly changing world. Hutton is an energetic leader and a strong advocate of embracing new technologies and pedagogical approaches in the classroom. Prior to joining Beaver, Hutton was Interim Head of School at Laurel School in Cleveland, OH for five years. He has also been a teacher and administrator at independent schools in Buffalo, NY, Washington, DC and Cleveland, OH. He has run five marathons, cycled four Pan Mass challenges and loves to cheer on the Buffalo Bills.

Nancy Caruso

Associate



Ms. Caruso is Assistant Head of School at Beaver Country Day School. Joining Beaver in 2006 as the Director of Admission and Financial Aid, she has held the role of Assistant Head since 2009. Ms. Caruso leads Beaver's faculty recruitment and development programs and collaborates with faculty to implement academic initiatives and strategic priorities. Ms. Caruso has more than 20 years of experience in the education field. Prior to joining Beaver, she served as Assistant Head of School at Boston University Academy and held education administration positions at A Better Chance, Inc. and Boston College. Ms. Caruso holds her doctorate and master's degrees from Boston College and her bachelor's degree from Smith College

Associate Head of School

Beaver Country Day School

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Bechtel

Patrick Martin

Associate



As Manager of Bechtel University, Patrick and his team work directly with senior leadership to design, develop, and implement enterprise-wide learning and development strategies that span the employee lifecycle. In this role, he leads global teams in instructional design, learning delivery, leadership, learning technology, onboarding, change management, and analytics.

Prior to his current role, Patrick was Bechtel's global learning delivery and learning technology manager responsible for delivering all learning solutions and leveraging learning technology and operations across Bechtel.

Patrick joined Bechtel University in 2013 as the Manager of Content and Curriculum Development after leaving Booz Allen Hamilton where he held a leadership position in their corporate learning and development department. He has held multiple positions in learning and development.

Manager of Bechtel University

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Patrick holds an undergraduate degree in Psychology from Tennessee Technological University and is a Certified Performance Learning Professional.

Tationna Tucker

Associate



Content and Curriculum Development
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As a senior learning specialist on the Content and Curriculum Development team, Tationna partners with senior leaders in Ethics and Compliance, Legal and Risk Management, Marketing and Business Development and Information Security and Technology to design and develop innovative learning solutions for employees around the globe.

Tationna joined Bechtel University in 2013 as the Ethics and Compliance Curriculum Lead after leaving SAIC where she was the Compliance Program Manager. She has held various positions in human resources, learning and development and graphic arts.

Tationna holds an undergraduate degree in Integrative Studies with a concentration in Computer Graphics and Design from George Mason University and an MBA from the University of Maryland University College. She is a Certified Compliance and Ethics Professional (CCEP) and was selected for the FBI Compliance Academy.

CIA

Trisha Aquintey

Associate

Director, Innovation and Analytics

CIA

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Cigna

David Hooton

Associate



Learning & Performance Innovation Team

Cigna

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David serves CIGNA University as a Senior Learning & Performance Innovation Specialist within the Learning Performance Innovation Center. Within this role, he works with a team to deliver the right solutions that help CIGNA's 30,000 employees worldwide to grow personally and professionally all the time by promoting rapid, collaborative and self-directed learning at the exact moment of need so they enjoy satisfying careers and help deliver on the company's mission. David works on projects ranging from enterprise mobile learning solutions, innovation capability building and embedding new approaches such as social learning, MOOCs, and gaming. Particular domains of key interest are neuroscience and creating contagions for socio-emotional behavioral change.

David has over 20 years' experience in learning and organizational development. Prior to working with the Cigna University Innovation Center, he served as a Director of Enterprise-Wide Learning within CIGNA University's General Studies College. David has worked with numerous other national organizations and large companies to help them integrate new technologies and processes that support organizational development and performance improvement. David earned both his Masters and Doctorate of Education at Vanderbilt University, concentrating in the field of Human Resource Development.

Cisco Systems

Danielle Weese

Associate



HR Business Partner for the Sales Global Service Provider

Cisco Systems

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Danielle Weese is the HR Business Partner for the Sales Global Service Provider (GSP) business at Cisco. This business accounts for one third of Cisco's revenue which equates to \$13b and has over 2300 employees globally. Danielle works as part of this leadership team to ensure the business strategies are executed on a strong foundation of high performance, collaboration, engagement, wellbeing and talent management principles and practices.

Danielle has successfully designed and delivered talent programs that have developed the next generation of senior leaders; created and implemented workforce strategies and people initiatives to drive the sales business' Vision & Strategy forward; and balanced leading teams across multiple cultures and countries through hard and dotted line reporting relationships.

An eight-year veteran of Cisco, Danielle has cultivated her extensive HR Business Partnering experience by working in partnership with the business heads and their teams to provide specialist coaching, support and influence to enable the achievement of strategic results.

Prior to joining Cisco, Danielle has worked in a number of business partnering roles in engineering, construction, and manufacturing in the Asia Pacific, Americas and Canadian theatres. Danielle holds a Masters in Human Resources & Industrial Relations from the University of Sydney, and a BA (Hons) in Business & Sociology from the University of Western Ontario.

Deloitte

Carla Diogo

Associate



Talent Manager (Leader Development & Performance)

Deloitte

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Carla is a learning and performance expert intrigued and inspired by the power of possibility, especially in relation to an individual's unique strengths and gifts. She has over 20 years of proven expertise in developing and implementing end-to-end strategies to build leaders and high-performing teams. She is known for her innovative and inclusive collaboration with peers, stakeholders, vendors and all levels of leadership.

Carla earned her Bachelor's Degree in Finance from Simmons College in Boston, MA. Her career began in the retail training department of Shawmut Bank, a regional New England bank. After many mergers, she was a Bank of America employee where her passion for developing learning to bring out the best of every individual began. She received her M.Ed. degree in Instructional Design from the University in Massachusetts. Throughout her 16 years at the bank, she developed learning experiences focused on a variety of topics including sales, diversity and inclusion, onboarding and professional skills.

In 2009, she joined Deloitte to focus on developing leaders. In 2011, she moved from Boston, MA to Dallas, TX to be closer to Deloitte University, a state of the art corporate leadership center for learning that sits on 109 acres in the city of Westlake, TX. Currently, she manages the year-long new leader experience to help them accelerate their transition from an employee to an owner mindset and determine their unique way to lead. Her passion around "strengths-based development and leadership" has positioned her as an expert and facilitator of teams in both classroom and plenary settings. Finally, she consults on the content and delivery structure of the well-being program suite to create the environment where everyone can manage their energy and bring their best selves to work and life.

Carla lives in Fort Worth, TX with her husband and energetic son. She enjoys cooking, traveling and listening (dancing) to all genres of music.

ETS

Kirk Messick

Summit Guest



Director, Develop Talent

ETS

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Kirk Messick is Director of Develop People and Organization. In his role, he is responsible for directing a team who are accountable for working with internal clients to help them achieve their business goals through developing and delivering effective learning programs and/or working to effectively manage change in all levels of the organization.

Kirk has been at ETS since 2006 working in multiple responsibilities of learning. During this time, he has influenced learning strategies and solutions across many divisions and ETS locations. He started in the contact center working with the staff that serves as the "voice of ETS," the customer service representatives. His role expanded to the responsibility for all learning at ETS. His current role requires an active role in the initiatives in the ETS' Long Range Operating Plan that impacts ETS business goals, organizational change, and employee development for all ETS staff.

Prior to coming to ETS, Kirk has had a wide range of work experience. His job right before coming to ETS was the Director of Technology for a school district outside Philadelphia. His adult learning background comes from developing learning programs for corporations and in-service programs for institutions. His most rewarding job has been teaching third and fifth grade for seven years.

Kirk has a B.S. in Marketing from the University of Delaware, a M.Ed. in Education Administration from Widener University and holds Pennsylvania certification for teacher, principal, and superintendent.

In his spare time, Kirk enjoys traveling, reading, and golf. Kirk has twin daughters, a nurse and a pharmacist, and he lives in Valley Forge, PA.

Jhan Berry

Associate



Executive Director, Develop Talent & Diversity

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Princeton NJ

Jhan Doughty Berry is the Executive Director of Develop Talent & Diversity at Educational Testing Service (ETS) in Princeton, New Jersey. In her current role at ETS, she is responsible for the corporate-wide strategic learning, organizational development, employee development and diversity initiatives for the organization and serves as the Affirmative Action Officer and Senior Strategic Project Advisor for the ETS-National Assessment of Educational Progress (NAEP) contracts. During her tenure at ETS she has developed and implemented multiple corporate-wide development and diversity enhancement programs including a learning and development institute at Howard University in Washington, D.C.

She received her undergraduate degree in Psychology from Xavier University of Louisiana and her master's and doctorate in Counselor Education with a concentration in Psychiatric Rehabilitation Counseling and Clinical Psychology from The Pennsylvania State University. She also completed a NIMH postdoctoral fellowship in the Departments of Psychiatry and Epidemiology and Public Health from Yale University School of Medicine.

Formerly, Berry was the Senior Director for Institutional Diversity and Adjunct Assistant Professor of Educational Psychology & Psychology at Miami University in Oxford, Ohio. She is married to Dr. Jamal I. Berry and has two children, Jayden and Julia.

Fresenius Medical Care

Joe Gibbons

Chair



VP, Global Learning and Org. Development

Fresenius Medical Care

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MA United States

Joe Gibbons is the Vice President, Organization and Leadership Development for Fresenius Medical Care, a premier health care company focused on delivering the highest quality care to people with renal and other chronic conditions. Fresenius has more than 200,000 employees worldwide and annual revenue of \$28 billion. He leads organizational development initiatives to address key business and HR issues at the group and organization level. He and his team of 40 plus scope, resource, and coordinate deployment of change management programs in support of enhancing the organization. He also consults for and oversees all talent processes, such as succession management, talent assessment, talent pool management, placement decision-making, cross-functional rotations, selection processes, learning and development, talent retention, career management, competency management, performance management.

Previously, Joe was the Global VP of Talent & Organizational Development at Nuance Communications, a leading provider of voice and language technology solutions for businesses and consumers around the world. Nuance has 12,000 employees worldwide in 39 countries and revenues of \$2 billion. He joined the company in May 2014. Joe collaborates with senior leaders to build critical skills, talent, and ability to grow the organization to successfully balance scale and complexity. He leads all aspects of executive development, succession management, talent reviews, leadership & management development, professional development, career management, performance management, team effectiveness, and organizational development and large-scale cultural transformation efforts.

Prior to joining Nuance, Joe was Global Vice President of Leadership and Organization Development at Covidien, a leading healthcare products company based in Mansfield, MA employing over 35,000 people. He joined the company in 2007 to build Covidien's leadership and management development capability as it relates to equipping its talent bench. In addition, Joe advises leadership on organization structure and strategies, oversees corporate performance management systems and competency frameworks, consults with the businesses in managing change, and shepherds the Covidien Employee Engagement Survey process, results, and corporate action plans.

Prior to joining Covidien, Joe was with Deloitte & Touche for eleven years, beginning his career as a practice leader in New York City where he founded the Learning and Change practice for the east coast. For the last six years he was the Chief Learning Officer for the firm overseeing all aspects of learning and development (business unit technical, non-technical, industry, management and leadership development) across Deloitte's 37,000 employees in five business units. In his tenure as CLO, Joe centralized learning operations across business units into one entity, leveraging synergies and reducing redundancy and recognized millions in efficiencies. He and Deloitte were honored with six consecutive Training Magazine Top 100 positions. Deloitte was also consistently rated in the top ten on the ASTD Best lists. Joe was also featured on the cover of the October 2006 edition for best practices in enabling a culture of coaching.

Joe holds a MS in Management/ Training & Development from Lesley University, and a BS in Business Administration/Marketing from Northeastern University.

GEMS Education

Christine Nasserghodsi

Chair



Innovation Leader
GEMS Education

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Christine Nasserghodsi is a globally recognized leader in innovation, education, and organizational transformation. Christine has worked with schools, international companies, and government agencies in the United States, Abu Dhabi and Dubai to develop high impact programs and currently serves as the Innovation Leader for GEMS Education.

At GEMS, Christine is responsible for strategic school improvement and developing and scaling new approaches to teaching, learning, and management. She is leading the development of the region's first youth business accelerator with the Arab Innovation Centre for Education and Creating Communities of Innovation, a project run with Harvard University's Project Zero focused on transforming schools through pedagogical and leadership innovation. Christine completed the Executive Education Design Thinking program at Stanford University and founded an international design thinking youth exchange in 2012. She has delivered design thinking training to the UAE Prime Minister's Office, entrepreneurs, and educators across Dubai.

Home Team Academy

Amanda Chua

Chair



Deputy Director (Home Team Training & Learning)
Home Team Academy

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Amanda Chua is the Deputy Director for the Training & Learning Office at the Home Team Academy (HTA), the Singapore Ministry of Home Affairs' main training institution. HTA oversees leadership and professional development, as well as capability development for effective training across the Home Team (comprising the Singapore Police Force, Singapore Civil Defence Force, Immigration and Checkpoints Authority, Singapore Prisons Service and the Central Narcotics Bureau). In her current position, she is responsible for delivering transformational change in the training and learning capabilities for the Home Team.

In the nine years prior, Amanda led teams within the Ministry of Defence (MINDEF)'s Defence Policy Office, where she provided strategic guidance for Singapore's bilateral defence relationships (from Northeast Asia to Europe to the US), as well as in the Ministry of Education, where she was a key member of the Ministry's transformation of its Professional Wing. She holds a BSc in International Relations from the London School of Economics, and pursued graduate studies in International Conflict Studies at Kings College London. Most recently, she completed a second Masters, with Distinction, in International Public Policy from the Johns Hopkins' School of Advanced International Studies.

Hyster-Yale

Kelly Brown

Chair



Director of Talent Management, Americas

Hyster-Yale

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United States

Kelly Brown is the Director of Talent Management, Americas at Hyster-Yale. In her current role she is responsible for developing and supporting organizational strategies and designs to meet current and future demands; directs and supports organizational change efforts, and provides systemic solutions to implement, sustain, and optimize change. She is also responsible for strategy development and execution for the functional areas of talent acquisition, organizational development, and learning design and development. She leads and supports the development of employees and is responsible for the global performance management, talent review and succession planning process. She provides performance consulting services and coaching at all levels within the organization up through the executive team.

Prior to joining Hyster-Yale, Kelly's experience has included owning and operating a theatrical production company and has over 15 years' experience working in Human Resources/Organizational Development functions including as Senior Manager of Organizational Development at FedEx Ground and Assistant Vice President of Training & Development in the technology division of PNC Financial Services.

Kelly's affiliations include the Society of Human Resources Management, American Psychological Association, and is a Board Member of the Linkage Women in Leadership Institute.

Kelly graduated from Berklee College of Music with a degree in Music Business and earned her Master's degree with honors of Distinction in Management and Public Policy with a specialization in Organizational Behavior from Carnegie Mellon University.

Clarae Reynolds

Associate



HR Manager

Hyster-Yale

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Went to school at Brigham Young University in Fine Arts...

Have worked in Human Resources for Hyster-Yale effective 30 years on October 21, 2015!! Currently have the position of Manager, HR for our Corporate Human Resources department in Portland, Oregon with a team of 4. I support senior executives and the global engineering group.

In my spare time I love theater, music, the arts, my family, golf, college football and my sweet dog Chanel.

Independent Schools of Victoria

Michelle Green

Chair



Chief Executive

Independent Schools of Victoria

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Michelle Green was appointed Chief Executive of Independent Schools Victoria in August 2002, bringing to the role extensive experience managing member organisations, particularly in the health sector, and working with government. Independent Schools Victoria and its Member Schools have seen significant developments in education in Victoria and nationally during those nine years. In Victoria, for example, there have been changes in funding arrangements for independent schools, a review of the Registered Schools Board, a new curriculum framework and a re-writing of the education legislation. Schools have had to deal with increasing legislation and compliance, major changes in workplace relations and a healthy growth in enrolment.

To equip Independent Schools Victoria to help its Member Schools to meet these challenges, Michelle has focused Independent Schools Victoria on three areas: research, governance and relations with the State Government and media, while at the same time ensuring that the association embraces management practices that deliver quality products and services to its members.

Michelle is driven in her management of Independent Schools Victoria by the belief that parents have the right to choose the most suitable education for their children. She also believes that government support for the independent sector is not just good policy but good politics because independent schools support and promote social cohesion and justice.

Kerri Knopp

Associate



Director, Strategic Relations

Independent Schools of Victoria

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Kerri Knopp has the role of Director, Strategic Relations with Independent Schools Victoria. Kerri's role covers the provision of services to Member Schools in the areas of employment relations, early years education, students with special needs, benchmarking and research services and member services. Kerri's main focus is the provision of employment relations services, which cover all aspects of the employment relationship including the development of employment contracts and industrial instruments such as enterprise agreements, interpreting industrial awards, resolving workplace disputes, addressing equal opportunity issues, developing workplace policies and advocacy before tribunals. The key challenges of the role are keeping up to date with legislative changes (and ensuring that Member Schools do, too) together with promoting excellent and appropriate employment practices.

Peter Roberts

Associate



Director, School Services
Independent Schools of Victoria

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Peter Roberts is the Director, School Services at Independent Schools Victoria. He is also the Company Secretary of the Victorian Independent Schools Block Grant Authority. In his roles, Peter provides advice and support to independent schools, particularly in the areas of compliance and accountability, capital projects and school operations. Peter has also played a leading role in implementing the Australian Government's Building the Education Revolution in Victorian independent schools.

Peter has undergraduate qualifications in mathematics and physics and post-graduate qualifications in education. Prior to joining Independent Schools Victoria in early 2006, Peter spent twenty years working in schools, most recently as an Assistant Principal at a large metropolitan secondary school.

Publicis.Sapient

Josh Alwitt

Chair



VP, Global Talent
Publicis.Sapient

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I'm an HR executive with an engineering degree. Having spent over 20 years as a technology consultant, in 2007 I was excited by the prospect of helping Sapient people develop the capabilities and engagement they need to help our clients transform their businesses. After re-starting Sapient's Learning & Development and Talent Management functions, then focusing on Executive Development, I now lead Learning, Talent Management and Culture across Publicis.Sapient.

What energizes me most is working with our senior executives and my team to create greater impact on our clients and teams that they are truly proud of; and helping our Learning, Talent Management and People Experience leaders to connect their internal work to impact on our external clients and their customers.

Having been in HR for only a third of my working years, I rely on our fantastic team of deep experts in-house and on a small group of invaluable outside partners. I also deepen my own expertise through professional associations, networking, conferences, seminars and a lot of reading.

Mary Lass Stewart

Associate



I direct global culture, engagement and corporate social responsibility strategy and program development for Publicis.Sapient, a technology, digital marketing and consulting company of four brands with over 23,000 people in over 50 offices around the world. A member of the learning organization, I partner closely with business leads and HR teams on culture vision and programming. For over twenty years, within HR and communications organization, and as a consultant, I've tackled complex culture and organizational change challenges with passion, clarity and a focus on the "people experience."

Culture Program Lead

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Right now I'm excited about:

- Designing recognitions strategy and programming, including peer-to-peer, supervisor and team recognitions, as well as supervisor training materials and global internal awards program designed to reinforce values and high impact behaviors. Our recent launch of a global awards season to 13,000 people yielded 4400 peer nominations and has helped us to surface high impact people across the organization.

- Launching a network wide employee engagement assessment and action planning approach for Publicis Groupe. We've just received insights and we're heading into action planning for the first talent survey ever for the Groupe.

- Our company wide corporate social responsibility strategy and program. 18 months ago, we designed and launched a \$500K+ USD grant administration program to ensure compliance with the Indian New Companies Act, a regulatory requirement for corporate entities with Indian operations. Now we're seeing impact from some of our first grantees and are seeking to increase our social impact in the region.

Steelcase, Inc.

Laurent Bernard

Chair



Laurent Bernard is vice president of global human resources for Steelcase Inc., a global company in the office furniture industry whose portfolio includes architecture, furniture and technology products. At Steelcase, Bernard oversees all human resources globally, including compensation and benefits, strategic staffing and international training. Prior to taking on this role, Bernard headed HR for Steelcase's international operations and was general manager of HR and total performance for Steelcase Europe. Before joining Steelcase, Bernard was European HR director for BOC/Ohmeda, based in Paris and Milan, HR director for Computervision France and Belgium, and HR manager for Schlumberger. Bernard holds master's degrees in law and human resources from the University of Paris and an MBA from ESCP Business School in Paris.

VP Global Talent Management

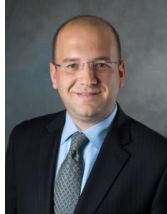
Steelcase, Inc.

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Swanee Hunt Alternatives Fund

Sokol Shtylla

Associate



Deputy Director, Management and Administration

Swanee Hunt Alternatives Fund

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Sokol Shtylla is the Deputy Director for Management and Administration at the Institute for Inclusive Security where he serves as a key partner to the CEO in all areas of management and administration, including strategy, monitoring and evaluation, and strengthening and executing internal systems to support and manage Inclusive Security's financial and human resources.

Mr. Shtylla has 15 years of experience working with public, private, and nonprofit organizations both domestically and internationally. Prior to joining Inclusive Security, he was a management consultant at Booz Allen Hamilton advising government and non-profit clients on strategy and performance management, organizational assessment and design, customer service, and change management. While there, Mr. Shtylla led engagements to develop successful business strategies, improve organizational structures and processes, and implement effective performance management systems.

Mr. Shtylla started his professional career working on peace and democracy promotion in the Balkans with the National Albanian American Council, foreign policy issues on Capitol Hill, and legal reform projects in the Balkans with the American Bar Association. He has also conducted research and analysis for partners and clients of the Albright Stonebridge Group (formerly The Albright Group) and Wise Solutions LLC, two consulting and advisory firms focusing on business growth in emerging markets and corporate social responsibility. Born and raised in Albania, Mr. Shtylla first moved to the United States as an exchange student, and received his bachelor's degree in political science and international relations with high honors from Marlboro College. He is also a graduate of Georgetown University's Master of Science in Foreign Service program, where he concentrated his studies on corporate responsibility and private sector engagement in public policy issues. Mr. Shtylla is certified as a Master of Managed Change™ by LaMarsh and Associates.

The Army University

John Kem

Associate



Provost

The Army University

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John Kem is the Provost of The Army University, and Deputy Commandant of the U.S. Army Command and General Staff College, both located at Fort Leavenworth, Kansas. As Provost, he oversees reorganizing the Army's education enterprise into a university structure that will maximize educational opportunities for Soldiers by providing valid academic credit for the education and experience they receive while on active duty. The Army University encompasses all Training and Doctrine Command schools, provides a single point of contact for all Army education matters and addresses the educational needs of the Army while providing individual Soldiers and Army civilian employees the opportunity to accomplish their own academic goals. He will also oversee the Army Press, the publishing arm of the Army University that includes "Military Review" and "The NCO Journal" magazines and the Combat Studies Institute.

John was commissioned through the United States Military Academy at West Point, NY, where he earned a bachelor's degree in Civil Engineering. He later earned a Master's of Science in Environmental Engineering, and a Masters of Business Administration from Northwestern University and the Kellogg Business School. His military education includes Engineer Officer Basic Course, Engineer Officer Advanced Course, Army Command and General Staff College, and the Industrial College of the Armed Forces where he earned a Master's of Science in National Resource Management. He is a registered Professional Engineer in Virginia and a Chartered Financial Analyst.

Eugene LeBoeuf

Associate



Executive Vice Provost of Academic Affairs

The Army University

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Gene LeBoeuf is the Deputy Commanding General and Executive Vice Provost for Academic Affairs of The Army University, located at Fort Leavenworth, Kansas. As Executive Vice Provost, Gene is responsible for academic governance for Army University, including the orchestration of effort of organizations within ArmyU whose principal functions involve execution or direct support of instruction, curriculum design, maintenance of academic standards, and academic research to ensure fulfillment of the academic mission. The executive vice provost also serves as the lead for developing academic rigor and relevance within the Army Learning Enterprise, and also serves as the lead for improving academic outreach and developing industry and academic partnerships.

In his civilian capacity, Brigadier General LeBoeuf serves as the Associate Department Chair, Director of Undergraduate Studies, and Professor of Civil and Environmental Engineering at Vanderbilt University, Nashville, Tennessee. Gene is a graduate of Rose-Hulman Institute of Technology with a B.S. in Civil Engineering, Northwestern University with a M.S. in Industrial Engineering and Management Science, Stanford University with a M.S. in Civil Engineering, The University of Michigan with a Ph.D. in Environmental Engineering, and the U.S. Army War College with a Master of Strategic Studies. He is a registered Professional Engineer in Missouri and Tennessee, and is a Board Certified Environmental Engineer.

Staff & Fellows

Core LILA Team

Marga Biller

Staff



Senior Project Manager

Core LILA Team

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In her 15 years of consulting experience, she has helped many organizations achieve their business results by ensuring that their organizational capabilities are in line with their business requirements. She has worked extensively facilitating executive meetings where there is a high degree of ambiguity and helping groups move towards agreement of goals. Marga has also used leadership assessment instruments based on competency models she has developed and used these models as a basis for the creation of learning frameworks used for leadership development programs. She has managed large-scale change efforts, led teams in defining and improving work processes and designed and developed instructor led as well as online training programs. Her strong instructional design background has helped ensure that the training programs that organizations develop and implement are directly linked to achieving their business goals. Much of her work has been with international firms that demanded a broad understanding of cultural issues. Marga grew up in El Salvador and is a graduate of HGSE. When not working, she enjoys cooking, running, reading and spending time at the beach with her husband Jeffrey, daughter Mia and their two Portuguese Water dogs.

Katie Heikkinen

Staff



Katie Heikkinen received her Doctoral degree from the Harvard Graduate School of Education, where she studied with Kurt Fischer and Robert Kegan. Her research interests include adult development, life-long learning, and the use of developmental metrics. She is currently working with Bob Kegan to develop a virtual course on the Immunity to Change process, which will be HGSE's first Massive Open Online Course (MOOC). Her dissertation is about the development of perspective taking skills in school-aged children.

Research Assistant

Core LILA Team

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Originally from central Massachusetts, she attended Harvard College from 1998-2002, where she studied cognitive psychology under Stephen Kosslyn. She then spent time in Sweden working in young adult education and nearly three years in Boulder, Colorado working for Ken Wilber's Integral Institute. She lives in Salem, MA with her partner and their two Boston Terriers.

Amanda Nourse

Staff



Hi everyone, Amanda here. I've been with LILA just over 8 years now, and it still never gets boring. I'm here to make sure there are no logistical catastrophies, or even unpleasantries for that matter. If you have any feedback or suggestins about this LILA event, I want to know! I want you to love being here as much as we do.

As for my background, well, native Bostonian (why would one leave?), half Irish, scorio....bit of a perfect storm, but I'm actually quite harmless. Educationally, I got my BA from Wellesley College, a Masters in Theological Studies from Harvard Divinity, and a Masters in Applied Linguistics from UMASS. I'm also on a lifelong quest to cure myself of monolingualism. Despite my ongoing adventures in education, I have never solved a Rubik's cube or won at Pub Trivia.

Assistant

Core LILA Team

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And, my life was saved - on more than one occassion!- by rock and roll.

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David Perkins

Staff



Co-Principal Investigator

Core LILA Team

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David Perkins is the Director and Principal Investigator of LILA and senior faculty member at the Harvard Graduate School of Education. David received his Ph.D. in mathematics and artificial intelligence from the Massachusetts Institute of Technology in 1970. As a graduate student he also was a founding member of Project Zero at the Harvard Graduate School of Education. The project was initially concerned with the psychology and philosophy of education in the arts, and later broadened to encompass cognitive development and cognitive skills in both humanistic and scientific domains. David Perkins was Co-Director of Project Zero for more than 25 years and is now a member of the steering committee. He has conducted long-term programs of research and development in the areas of teaching and learning for understanding, creativity, problem-solving and reasoning in the arts, sciences, and everyday life. He has also studied the role of educational technologies in teaching and learning, and has designed learning structures and strategies in organizations to facilitate personal and organizational understanding and intelligence. These inquiries reflect a conception of mind that emphasizes the interlocking relationships among thinking, learning, and understanding. The three depend deeply on one another. Meaningful learning aims at understanding and depends on thinking with and about what one is learning. Effective thinking in the subject matters and in general involves understanding the resources of the mind and learning to deploy them sensitively and systematically. David Perkins' research on creativity and intelligence has resulted in over twenty books including, *King Arthur's Round Table: How collaborative conversations create smart organizations* (2003), *Archimedes' Bathtub: The art and logic of breakthrough thinking* (2002), *Outsmarting IQ* (1995), *Smart Schools* (1995), *The Intelligent Eye* (1994), *Inventive Minds* (1992), *Knowledge as Design* (1986).

Daniel Wilson

Staff



Co-Principal Investigator

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Daniel Wilson is a Principal Investigator at Project Zero where he explores inherent dilemmas of knowing, trusting, leading, and belonging in adult collaborative learning. His work examines how groups navigate these tensions through using flexible language, routines, roles, and artifacts and is currently organized around three areas:

Professional learning in communities: How do professionals from diverse disciplines come together to learn with and from one another? Currently Daniel directs the research of Project Zero's Learning Innovations Laboratory (LILA), an interdisciplinary professional learning community that facilitates cross-organizational learning on the contemporary challenges of human development and change in organizations. LILA involves top leaders from global organizations. Since 2000, LILA has conducted dozens of explorations into themes such as the emerging science of decision making, the future of learning, and leadership development.

Learning behaviors in the workplace: How do professionals develop and deploy actions that enable learning in their every day work? His recent co-authored book, *Learning at Work* (2005), outlines practices that support formal and informal learning in the workplace. Daniel's current research with design engineering teams focuses on how professionals develop and lead learning behaviors--such as help-seeking and feedback giving--as part of their professional practice.

Uncertainty and team learning: How do teams adaptively deal with doubt as they perform? For the past several years Daniel has been investigating the nature of team learning in complex and highly uncertain environments. Forthcoming publications based on his dissertation, *Team Learning in Action* (2007), illuminate how elite professional athletic teams engage in "extreme teaming" in order to succeed in the face of uncertainty and stress.

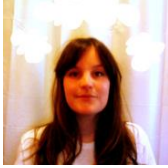
Since joining Project Zero as a researcher in 1993 he has also participated on projects such as: *Teaching for Understanding* (1993-1996), *Understanding for Organizations* (1996-1999), *Teaching for Understanding in Universities* (1996-1999), *Wide World Project* (1999-2002), *Project-based Learning in After Schools Project* (2000-2002), and the *Storywork Project* with the International Storytelling Institute (2002-2004).

When not at Project Zero he can be found playing drums and percussion with a local band and laughing with his wife and their daughter Ruby and son Nicolai.

dPict

Sita Magnuson

Staff



Sita Magnuson is a process designer and graphic facilitator based in Massachusetts. She is the owner of Visible Think, LLC – a graphic facilitation business – and the Vice President (US) of The Value Web – non-profit association, based in Switzerland, focused on multi-sector/multi-stakeholder collaboration in transformational projects for a more sustainable, equitable world. She works with a variety of organizations (across sectors and industries) to co-design and deliver collaborative working sessions with a focus on individual and group learning, designing for multiple intelligences and integrating both reflective and action-oriented practices. She is part of an ever expanding network of practitioners of the MGTaylor processes, tools and methodologies, and is always looking to learn from and build new meaning with those willing to play and explore our collective future - with a specialized interest in the how.
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Design and Facilitation Services

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LILA Fellows

Michele Rigolizzo

Fellow



Doctoral student interested in the intersection of organizational structures and individual learning.

I am thrilled to be working with the LILA community while pursuing a Doctorate of Business Administration at Harvard Business School. My current interests lie in re-orienting organizations towards individual, group, and systems learning through insights from the cognitive sciences and management theory. Through work with my advisor, Teresa Amabile, I study individual motivation and cognition to enhance the joy of learning in the workplace, and align organizational objectives with individual experiences of learning through work.

Research Fellow

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Teresa Roche

Fellow



LILA Fellow

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Teresa is in her second year as a LILA Fellow and is currently the Chief Human Resources Officer for the City of Fort Collins, Colorado, which presents her with an opportunity to help create and sustain a healthy, inclusive and economically viable community

Teresa has over twenty-five years working as a Human Resources executive in a variety of high technology companies helping them through various stages of their organizational life cycles, including starts-ups, acquisitions, mergers and divestitures. Prior to joining the City, Teresa was the Vice-President and Chief Learning Officer for Agilent Technologies. Teresa has a deep passion for collaboration and learning as she is interested in how individuals and organizations develop the capability to interpret an evolving and complex environment to take effective action. She has a doctorate in Educational Technology from Purdue University.

Teresa and her husband David Monahan currently serve on the University of Denver's Parents Council which is delightful as her daughter Kate is a third year student majoring in theatre and gender and women's studies on campus.

LILA Support Staff

Sue Borchardt

Staff



Research Artist, sueborchardt.com

LILA Support Staff

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With the hypothesis that human happiness is fundamentally a learning challenge, Sue Borchardt came to Harvard's Graduate School of Education (HGSE) to learn about learning, looking through the lenses of neuroscience, biology, and phenomenology. At HGSE, Sue was captivated by social and co-constructive perspectives on the question of why, whether, and how adults continue to learn and grow. While Sue's pre-professional life was almost exclusively focused on art, her professional life was decidedly tech in which she put her BS in Electrical Engineering to use designing and prototyping user interfaces for the first generation of color radar displays for the Navy, and later query tools and maps for the Human Genome Database.

Sue's skills of putting sense-making into service have been honed in making of animated videos that integrate art, ideas, technology, story-telling, and user experience. Her passion for exploring the tensions between theory and practice is fueled by her work at the Learning Innovations Laboratory (LILA) where she documents the insights and puzzles that emerge as LILA's members explore new research and practice.

In addition to her work with the LILA team, Sue's collaborations with clients allow her to deepen her skills in using animation and visual narrative as a means of revealing and deepening shared knowledge. She continues to test her belief that happiness is a learning (and unlearning) challenge as she facilitates –for individuals, teams, and organizations - the making sense of both the frustration and fulfillment of collaborative work.

Bechtel

Lucy Dinwiddie

Chair



CLO

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Lucy Dinwiddie brings significant experience, strategic perspective, professional passion, and a naturally caring attitude to her award-winning work with organizations and teams as they learn and build capability. Moreover, when partnering with organizations, Lucy conveys a zeal for valuing what is going right while helping to co-develop innovative and realistic learning solutions for what is not yet on target. Being a recognized leader in the Human Resources fields of Learning, Organization Development, Talent Management, and Executive Development, Lucy has progressed in a broad range of roles. She is currently the Chief Learning Officer for Bechtel, residing in Reston Virginia. Formerly she was Global Learning & Executive Development Senior Leader at General Electric's Aviation Global Business Unit. Prior to then she was VP of Organization Development at ConAgra Foods, where she led the strategic human capital areas of Talent Management, Learning Infrastructure and Solutions, Leadership Excellence, and Performance Consulting; these areas being both critical to business success and vital to employee engagement. Previously, as the Director of Executive, Leadership and Organization Development at Ford Motor Company, Lucy's roles and responsibilities included global project leadership for organizational learning, competency development, performance consulting, executive and leadership development as well as change management. In addition, Lucy became a certified Hudson coach and subsequently coached several of Ford's senior executives, including the President and COO. Prior to joining Ford, Lucy was with Ernst & Young, where she led practice areas in organizational design and change management. Lucy consulted in the healthcare and pharmaceutical industry groups, where, for example, she co-led a major Supply Chain engagement at Johnson & Johnson. Previous to E&Y, Lucy spent a number of years at EDS holding both operational and OD leadership positions. Lucy's undergraduate schooling focused on chemistry and math. As Lucy discovered her calling in Human Resources, she decided to make a major career shift. To shore up and expand her HR-OD knowledge base, Lucy earned two master's degrees: one in Human Development and the other in Organization Development. She then continued on and secured a Ph.D. in Human and Organizational Systems with her dissertation focusing on high performing work groups. Finally, Lucy is the second of five children, being raised in Western Pennsylvania by a first generation family. She is strongly influenced by this heritage that focused on work ethic, spiritual grounding, concern for others, and a zest for life. These values fuel Lucy's continuing commitment to give back to her family, team, workplace, and society.

Cigna

Karen Kocher

Chair



CLO
Cigna

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Karen is employed by CIGNA as Chief Learning Officer. In her current role, Karen is responsible for capability development and maximization for all of CIGNA's global employees as well as external audiences including producers, health care professionals, customers and clients.

Prior to joining CIGNA, Karen was the Global e-learning Content Solutions Executive for IBM Mindspan. In this role, Karen worked to define e-learning strategies, solutions and offerings for IBM customers. Prior to joining IBM Mindspan, Karen was the Offering Executive of Advanced and Emerging Technologies education within IBM Learning Services.

Karen has over 15 years experience managing learning and development functions within Fortune 250 companies. In addition to roles leading education organizations, Karen's background includes technical and sales positions within the insurance and financial services industries.

Cisco Systems

Caroline McCabe

Chair



Director, HR and Leadership Team

Cisco Systems

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Caroline focuses on driving business performance by unleashing the unique capabilities of a company's workforce. She is experienced in aligning and maximizing talent around key business imperatives, and strengthening the effectiveness of executive teams. She is responsible for conducting executive assessments for nominations, development and selection with Cisco's senior executives and is designing new future focused, positive psychology based selection and placement processes for team leaders at all levels. She is a seasoned executive coach.

Prior to joining Cisco, Caroline was the Associate Director of Learning and Development at Millennium: The Takeda Oncology Company; Director of Organization Development and Talent Management at SEI, an innovative global financial services company specializing in investment technologies; and a management consultant in the Boston office of RHR International, a global firm specializing in talent management. Her areas of focus include behavioral assessment, executive coaching and development, employee engagement and strengths based psychology applied to work and leadership. She is especially interested in contextualizing leadership development methods for today's world, utilizing technology and other innovative approaches.

Caroline has her doctoral degree in Clinical Health Psychology from the Massachusetts School of Professional Psychology, and completed her post doctoral fellowship and internships via Harvard University Medical School at the Cambridge Health Alliance.

Caroline is a mindfulness practitioner. Her interest arose in her teens when she rode horses competitively and was coached to use the skills to improve performance. Today she uses mindfulness to increase her focus and incorporates these techniques into all aspects of her work and coaching.

Deloitte

Nicole Roy Tobin

Chair



Nicole Roy-Tobin brings 22+ years of experience to her role as the Managing Director of Talent Development Strategy & Innovation at Deloitte. In that role she drives strategic efforts in the highest priority areas including: 1) modern learner experience design, 2) high impact learning organization enablement, and 3) high performing team activation. She is also accountable driving an eminence strategy that sustains the Deloitte Talent Development brand in the talent field, helps advance the learning and development industry, and influences current and prospective clients. Prior to her current role, Nicole served as Chief Learning Officer for two of Deloitte's four client serving business. She is recognized as a pioneer in her work in the creation of Talent Development strategy and transformation.

Managing Director of Talent Development Strategy & Innovation

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STADA

Robert Yeo

Chair



Executive Director and CEO

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Singapore

Executive Director and CEO
Singapore Training and Development Association (STADA)

Robert is the Executive Director and CEO of STADA. For the past four years of his tenure, STADA has gone through a transformation through the setting up of the "Four Engines" to develop and assist the members on their life-long journey. His development vision to build and engage the Professional Community within Singapore and Asia Pacific had been realized through the inaugural ASTD-STADA Asia Pacific Conference last November 2011.

In his capacity as the ED & CEO of STADA, he was recently appointed as the Global Chair member of the Learning Innovations Laboratory (LILA) at Harvard Graduate School of Education. He also sits on the Manpower Skills and Training Council of Singapore and is also a Panelist to the Singapore Human Capital Summit Awards.

His strengths lie in his ability to identify talent and nurture leaders. His experiences in management stretched across the Air, Sea and Land industries giving him a good and solid foundation on the needs of management from different perspectives. He spoke on Gen Y and Transformation Leadership in Singapore, Hong Kong, Australia, India, Sri Lanka, Taiwan, and recently in Malaysia.

Robert was awarded the Strategic Leadership Award during the Global HR Excellence Awards held last February 2011 at Mumbai, India and the Achievers and Leaders Award for Excellence in Talent Management at the 1st Leaders and Achievers Awards 2011 held at Colombo, Sri Lanka.

He is also actively involved in community work. He serves as an Alumni Member of North East Community Development Council, HR Committee Member of Singapore Christian Home for the Aged, Chair of PPRSC Trinity Methodist Church, Management Committee Member of Trinity Methodist Church Kindergarten, 2nd Delegate to the Trinity Annual Conference, and an Associate Lay Leader.

Swanee Hunt Alternatives Fund

Elizabeth Kidd McWhorter

Chair



Elizabeth Kidd McWhorter is the Chief Program Officer of Swanee Hunt Alternatives, an operating foundation that brings daring goals, distinctive perspectives, innovative practices, and extraordinary talent to some of the world's most complex and injurious challenges. Along with Ambassador Swanee Hunt, the board of directors, and leadership team, she oversees the organization's five major programs. In addition, she aligns strategy and operations across the programs to craft ambitious plans, monitor and evaluate progress, and use feedback and reflection to steer and advance the work.

Chief Program Officer

Swanee Hunt Alternatives Fund

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Elizabeth brings 15 years of experience in the nonprofit sector—in the US and abroad—to her role. Her approach to leadership and organizational change is grounded in best practices and inspired by innovations developed across diverse sectors, cultures, and communities. She joined the Hunt Alternatives family in Washington, DC in 2010. Previously, Elizabeth worked as a grant manager and development associate for a variety of organizations, including the Civic Education Project, an international exchange program for academics, and the Port Discovery Children's Museum in Baltimore. Her experience, especially as a Peace Corps volunteer in Romania, has taught her to pursue excellence through an adaptive, opportunistic, and collaborative approach.

Elizabeth holds a master's of public management from the University of Maryland, where she specialized in philanthropic and nonprofit management and leadership. She received her undergraduate degree in political science, Russian, and Russian studies at St. Olaf College. She lives in Massachusetts with her husband, son, two dogs, and cat.

US Army CGSC

Jim Martin

Chair



Jim Martin is the Dean of Academics at the U.S. Army Command and General Staff College. He is a retired Army officer who has worked as a senior academic administrator in civilian and military academic institutions since his retirement in 1997. He is active in both regional and joint accreditation and his recent research and publication has been on adult students, accelerated learning, online learning, and the assessment of student learning outcomes. He is currently working on a project to create a new critical thinking program for the Staff College.

Dean of Academics, Command General Staff College

US Army CGSC

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Annenberg School for Communication, UPenn

Damon Centola

Speaker



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Damon Centola is an Associate Professor in the Annenberg School for Communication at the University of Pennsylvania, where he is Director of the Network Dynamics Group. Before coming to Penn, he was an Assistant Professor at M.I.T. and a Robert Wood Johnson Fellow at Harvard University. Damon completed his Ph.D. in sociology at Cornell University where he was an NSF IGERT Fellow in Non-linear Dynamics and Complex Systems. He is currently a Fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford University.

Damon's work addresses the theory of how behaviors spread through social networks. His research uses computational models and online experiments to study innovation diffusion, social epidemiology and cultural evolution. His papers have been published across several disciplines, including sociology, physics and public health, appearing in journals such as *Science*, the *Proceedings of the National Academies of Sciences*, and the *American Journal of Sociology*. His work received the American Sociological Association's Award for Outstanding Article in *Mathematical Sociology* in 2006, 2009, and 2011, and has garnered the ASA's Goodman Award for Outstanding Contributions to Sociological Methodology. He has developed new computational and experimental technologies, including the NetLogo Agent Based Modeling environment, and was awarded a U.S. Patent for inventing a method for building online networks to promote diffusion. Recent popular accounts of Damon's work have appeared in *The New York Times*, *Wired*, and *CNN*. His research has been funded by the Robert Wood Johnson Foundation, the National Science Foundation, the National Institutes of Health, the James S. McDonnell Foundation, and the Hewlett Foundation.

University of Maryland

Michele Gelfand

Speaker



Professor of Psychology
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Dr. Michele Gelfand is Professor of Psychology and affiliate of the Robert H. Smith School of Business. She is an expert on cultural influences on conflict, negotiation, justice, and revenge; workplace diversity and discrimination; and theory and methods in cross-cultural management. Her work has been published in several top outlets including *Journal of Cross-Cultural Psychology*. She is the co-editor of *The Handbook of Negotiation and Culture* (with Jeanne Brett, Stanford University Press) and *The Psychology of Conflict and Conflict Management in Organizations* (with Carsten De Dreu, Erlbaum) and is the founding co-editor of the *Advances in Culture and Psychology* series and *Frontiers of Culture and Psychology* series (with CY Chiu and Ying-Yi Hong, Oxford University Press). She has also won a number of awards for her work, including the most recent Annaliese Research Award from the Alexander von Humboldt Foundation which was given to 7 scientists worldwide for outstanding contributions in their fields. Gelfand has received over 8 million dollars in funding to conduct research on culture and negotiation and conflict all over the globe. She teaches courses and does consulting on negotiation and cross-cultural management.