

Deborah Kolb, Ph.D.

Speaking Engagements

- “Her Place at the Table: A Woman’s Guide to Negotiating Five Challenges of Leadership.” Association for Corporate Growth. Waltham, MA. April 2005.
- “Everyday Negotiation: Creating the Conditions for Leadership Success.” Keynote speaker at the Network of Executive Women New England 2005 Spring Networking Event. Quincy, MA. February 2005.
- “Enhance Your Personal Success.” Deloitte. Chicago, IL. February 2005.
- “Everyday Negotiation: Creating the Conditions for Leadership Success.” Campbell Soup Co. Philadelphia, PA. January 2005.
- Her Place at the Table: A Woman’s Guide to Negotiating Five Challenges of Leadership Success. Simmons School of Management & The Commonwealth Institute. Boston, MA. December 2004.
- “Passing the Test: Negotiating for Leadership Success.” Women’s Network Breakfast, Boston Chamber of Commerce. Boston, MA. November 2004.
- “How Women Can Succeed as Leaders,” panel moderator. Linkage Women in Leadership Summit. Cambridge, MA. November 2004.
- “The Shadow Negotiation: Bargaining to Create Conditions for Leadership Success.” University of Pennsylvania Medical School Women’s Focus Conference. Philadelphia, PA. October 2004.
- “Leading with Presence: The Art of Negotiation.” Keynote address to the Springboard Bootcamp. Cambridge, MA. October 2004.
- “Her Place at the Table: Negotiating for Leadership Success.” Financial Women’s Association. Chicago, IL. October 2004.
- “The Shadow Negotiation: Bargaining to Create Conditions for Leadership Success.” Women’s Executive Leadership Conference, University of Wisconsin. Madison, WI. October 2004.
- “Creating Conditions for Leadership Success.” Presentation to Financial Women’s Network, Credit Suisse-First Boston. New York, NY. July 2004.
- “Negotiating For Leadership Success: Three Challenges, Six Strategic Moves.” Simmons School of Management Annual Leadership Conference. Boston, MA. May 2004.
- “Everyday Negotiation in Human Resources.” Keynote Address to the Maine Association of Human Resource Practitioners. May 2004.
- “Gender and the Shadow Negotiation: New Insights into Practice.” University of Washington School of Law. Seattle, WA. May 2004.
- “The Shadow Negotiation and Dispute Resolution.” Keynote address at the Northwestern University Dispute Resolution Center. Evanston, IL. May, 2004.

- “Her Place at the Table: How Women Negotiate Challenges for Leadership Success.” Paper presented to the Leadership Seminar, INSEAD. May 2004.
- “Positioning in Negotiation: An Analysis of Moves and Turns.” Paper presented at the Dispute Resolution Section of the American Bar Association. New York, NY. April 2004.
- “Taking the Lead: How Women Negotiate Conditions for Leadership Success.” Boston Club Roundtable Discussion Series. Boston, MA. February 2004.
- “Staying in the Game or Changing It: Moves and Turns in the Shadow Negotiation.” Paper presented at the Critical Moments Conference, Program on Negotiation, Harvard Law School. Boston, MA. November 2003.
- “Rethinking Management: What’s Gender Got To Do With It?” Panel presentation with Robin Ely, Evangelina Holvino, and Maureen Scully. Part of the Gender at Work: A Bold New Perspective Event Series. Center for Gender in Organizations. Boston, MA. October 2003.
- “Everyday Negotiation Skills.” Deloitte & Touche Tri-State Women’s Conference. New York, NY. June 2003.
- “Negotiating the Conditions of Your Own Success and Achieving Small Wins for Women.” IBM Global Women’s Summit. Westchester, NY. May 2003.
- “The Shadow Negotiation and Dispute Resolution.” Keynote Address at the Boston Bar Association Program for Volunteers in the Boston Municipal Court. Boston, MA. May 2003.
- “Surprises in Research: Lessons from the Shadow Negotiation.” Keynote address at the Dispute Resolution Program, University of Texas at Austin. April 2003.
- “Staying in the Game or Changing It: Moves and Turns in the Shadow Negotiation.” Paper presented at the Critical Moments Seminar, Program on Negotiation, Harvard Law School. Cambridge, MA. April 2003.
- “How to Negotiate the Conditions of Your Own Success.” Columbia Women in Business Conference on Navigating Your Career. New York, NY. March 2003.
- “The Shadow Negotiation and Interest Based Negotiations at Kaiser-Permanente.” Paper presented at Interest Based Bargaining Conference, MIT. Cambridge, MA. March 2003.
- “The Shadow Negotiation: Learning from Women.” Presentation to the Center for Executive Women and the Dispute Resolution Center, Northwestern University’s Kellogg School. Evanston, IL. October 2002.
- “Rethinking Gender and Negotiation.” Presentation to doctoral students and faculty. Northwestern University’s Kellogg School. Evanston, IL. October 2002.
- “The Shadow Negotiation: Using Strategic Moves to Even the Odds.” Presentations at York University (October 2002); California Public Employees Labor Relations Association (November 2002); and Oregon Mediators Association (November 2002).
- “Relational Interdependence.” Academy of Management Annual Meetings. Denver, CO. August 2002.
- “Do You Earn What You’re Worth?” National Association of Female Executives. New York, NY. June 2002.

- “The Shadow Negotiation: Using Strategic Moves to Even the Odds.” Masters Address to Society for Human Resource Management Annual Conference. Philadelphia, PA. June 2002.
- “The Shadow Negotiation: Capitalizing on Everyday Bargaining Opportunities.” National Association of Female Executives Conference. May 2002.
- “Mastering the Shadow Negotiation: Practical Tactics for the Workplace.” Sponsored by The Financial Executives International Women’s Network and The Harvard Business Club of NY. New York, NY. March 2002.
- “Getting What You’re Worth.” Boston Women Communicators. Boston, MA. January 2002.
- “The Dance in the Shadow: Who Leads in Negotiation?” Financial Women’s Association. Boston, MA. November 2001.
- “Shadow Negotiation in a Professional Environment.” Committee on the Status of Women Librarians Program, American Library Association. San Francisco. June 2001.
- “The Shadow Negotiation: Using Strategic Moves to Even the Odds.” Keynote Address to the New Hampshire Mediators, Manchester, NH, May, 2001.
- “Gender and Negotiations.” American Bar Association Dispute Resolution Meeting. Washington, DC. April 2001.
- “Why Do We Go There? The Lure of Gender Difference in Research and Practice.” CPR Institute for Dispute Resolution Winter Meeting. New York, NY. January 2001.
- “Gender and Leadership.” Deloitte & Touche Advisory Council for the Retention and Advancement of Women. New York, NY. September 2000.
- “New Ways of Understanding Gender Issues in Organizations (and Strategies for Working in Them).” Center for Women’s Psychological Health Conference on Women and Work. March 2000.

Publications

- Kolb, D. and Putnam, L. 2004. “La négociation: Une question de genre?” *Négociations* (2).
- Kolb, D., Williams, J., and Frohlinger, C. 2004. *Her Place at the Table: A Woman’s Guide to Negotiating Five Key Challenges to Leadership Success*. San Francisco: Jossey-Bass.
- Kolb, D. 2004. “Staying in the Game or Changing It: An Analysis of Moves and Turns in Negotiation.” *Negotiation Journal* (April).
- Kolb, D. 2004. The shadow negotiation and the interest-based approach at Kaiser Permanente. *Negotiation Journal* (January).
- Kolb, D. 2004. Negotiation and conflict resolution. In *Managing for the Future*, Deborah Ancona (Ed.). Thompson Learning Custom Publishing.
- Kolb, D. 2003. Staying in the game. *Negotiation Newsletter*. Cambridge, MA: Harvard Business School (December).
- Kolb, D. 2003. Everyday negotiations in human resources. *HR Professional* (April-May).

- Kolb, D. and Williams, J. 2003. *Everyday Negotiation: Navigating the Hidden Agendas in Bargaining*. San Francisco: Jossey-Bass.
- Kolb, D. 2003. Gender and negotiation. In *Reader in Gender, Work, and Organization*, Robin Ely, Erica Foldy, Maureen Scully, and the Center for Gender in Organizations (Eds). Malden, MA: Blackwell Publishing.
- Kolb, D. 2003. Everyday negotiations in human resources. *Personal Fuhrung* (August).
- Kolb, D. with A. Schaffner. 2001. Negotiating what you're worth. *Library Journal* (October), 126 (17).
- Kolb, D. and Williams, J. 2001. Breakthrough bargaining. *Harvard Business Review* (February).
- Scully, M. and Kolb, D. 2000. Rethinking affirmative action: It's still a test. *Boston Review* (December 2000/January 2001), 25 (6): 16.
- Kolb, D. 2000. Beyond win-win negotiating. *Harvard Management Update* (December).
- Kolb, D. and Williams, J. 2000. *The Shadow Negotiation: How Women Can Master the Hidden Agendas that Determine Bargaining Success*. New York: Simon & Schuster.
- Kolb, D. 2000. More than just a footnote: Constructing a theoretical framework for teaching about gender in negotiation. *Negotiation Journal* (October), 16 (4): 347-356.
- Meyerson, D. and Kolb, D. 2000. Moving out of the 'armchair': Developing a framework to bridge the gap between feminist theory and practice. *Organization* (November), 7 (4): 553-571.
- Kolb, D. and Putnam, L. 2000. Rethinking negotiation: Feminist views of communication and exchange. In *Rethinking Organizational Communication from Feminist Perspectives*, P. Buzannel (Ed.). Thousand Oaks, CA: Sage Publications.
- Kolb, D. and Meyerson, D. 1999. Keeping gender in the plot: A case study of the Body Shop. In *Gender at Work: Organizational Change for Equality*, A. Rao, R. Stuart, D. Kelleher, R. Stuart (Eds.). West Hartford, CT: Kumarian Press.
- Bailyn, L., Rapoport, R., Kolb, D. and Fletcher, J.K. et al. 1999. Relinking work and family: A catalyst for organizational change. In *Readings in Organization Science: Organizational Change in a Changing Context*. M. Pina and Cunha and C. Marques (Eds.). Lisbon: Instituto Superior de Psicologia Aplicada: 15-66.
- Kolb, D.K. and Merrill-Sands, D. 1999. Waiting for outcomes: Anchoring a dual agenda for change to cultural assumptions. *Women in Management Review*. 14 (5): 194-202.
- Rapoport, R., L. Bailyn, D. Kolb, J.K. Fletcher. 1998. *Relinking Life & Work: Toward a Better Future*. Waltham, MA: Pegasus Communications.
- Bailyn, L., J.K. Fletcher, D. Kolb. 1997. Unexpected connections: Considering employees' personal lives can revitalize your business. *Sloan Management Review*, 38 (4): 11-19.

CGO Publications

- CGO Working Paper, No. 15: *Negotiation Through a Gender Lens*. September 2002. (Abstract)

- CGO Insights No. 9: *Women as Leaders: The Paradox of Success* with Deborah Merrill-Sands (April 2001).
- CGO Working Paper, No. 7: *Rethinking Negotiation: Feminist Views of Communication and Exchange* with Linda L. Putnam. January 2000. (Abstract)
- CGO Working Paper, No. 1: *Waiting for Outcomes: Anchoring Gender Equity and Organizational Change in Cultural Assumptions* with Deborah Merrill-Sands. March 1999. (Abstract)
- CGO Insights No 3: *Gender and the Shadow Negotiation* (December 1998).
- CGO Insights No. 1: *Making Change: A Framework for Promoting Gender Equity in Organizations* by Deborah Kolb, Joyce K. Fletcher, Debra Meyerson, Deborah Merrill-Sands, and Robin Ely (October 1998).