

Peter Cappelli, George W. Taylor Professor of Management

Peter Cappelli is the George W. Taylor Professor of Management at The Wharton School and Director of Wharton's Center for Human Resources. He is also a Research Associate at the National Bureau of Economic Research in Cambridge, MA, served as Senior Advisor to the Kingdom of Bahrain for Employment Policy from 2003-2005, and since 2007 is a Distinguished Scholar of the Ministry of Manpower for Singapore. He has degrees in industrial relations from Cornell University and in labor economics from Oxford where he was a Fulbright Scholar. He has been a Guest Scholar at the Brookings Institution, a German Marshall Fund Fellow, and a faculty member at MIT, the University of Illinois, and the University of California at Berkeley. He was a staff member on the U.S. Secretary of Labor's Commission on Workforce Quality and Labor Market Efficiency from 1988-'90, Co-Director of the U.S. Department of Education's National Center on the Educational Quality of the Workforce, and a member of the Executive Committee of the U.S. Department of Education's National Center on Post-Secondary Improvement at Stanford University. Professor Cappelli has served on three committees of the National Academy of Sciences and three panels of the National Goals for Education. He was recently named by HR Magazine as one of the top 5 most influential management thinkers, by NPR as one of the 50 influencers in the field of aging, and was elected a fellow of the National Academy of Human Resources. He received the 2009 PRO award from the International Association of Corporate and Professional Recruiters for contributions to human resources. He served on Global Agenda Council on Employment for the World Economic Forum and a number of advisory boards.

Professor Cappelli's recent research examines changes in employment relations in the U.S. and their implications. These publications *The New Deal at Work: Managing the Market-Driven Workforce*, which examines the decline in lifetime employment relationships, *Talent Management: Managing Talent in an Age of Uncertainty*, which outlines the strategies that employers should consider in developing and managing talent (named a "best business book" for 2008 by Booz-Allen), and *The India Way: How India's Top Business Leaders are Revolutionizing Management* (with colleagues), which describes a mission-driven and employee-focused approach to strategy and competitiveness. 2017 book *Fortune Makers* takes the same approach to Chinese business leaders. His 2012 book *Managing the Older Work* (with Bill Novelli) dispels myths about older workers and describes how employers can best engage them. *Why Good People Can't Get Jobs* identifies shortfalls with current hiring practices and training practices and has been excerpted in Time Magazine (online) and reviewed in the Wall Street Journal, The New Yorker, and most major business publications. *Will College Pay Off?* explores the relationship between college degrees and jobs, identifying the factors that determine whether investments in college degrees will lead to good jobs. It was reviewed in the Wall Street Journal, the Financial Times, and excerpts appeared in Time Magazine, The Washington Post, The New Yorker, and other publications. Related work on managing retention, electronic recruiting, and changing career paths appears in the Harvard Business Review where the article *Why We Love to Hate HR* was the cover story of the August, 2015 issue. Recent work on performance appraisals and agile project management with Anna Tavis also appears in HBR.

Stewart Friedman, Founding Director of the Wharton Leadership Program

Stew Friedman has been on the Wharton faculty since 1984. He became the Management Department's first Practice Professor in recognition of his work on the application of theory and research to the real challenges facing organizations. As founding director of the Wharton Leadership Program, in 1991 he initiated Wharton's required MBA and undergraduate leadership courses. He also started and directs the Wharton Work/Life Integration Project; its mission is to develop leaders and enable change through action learning and applied research.

In 2001 Stew concluded a two-year assignment as a senior executive at Ford Motor Company, where he was director of the Leadership Development Center (LDC), running a 50-person, \$25 MM operation. In partnership with the CEO, he launched a corporate-wide portfolio of initiatives designed to transform Ford's culture, in which over 2500 managers per year participated. He brought his concept of "total leadership" to Ford Motor, which created measurable change in both increased business results and enriched lives. While Stew was at Ford, the LDC received major media attention (including profiles in Fast Company, Training and Development, and CIO). Near the end of his tenure at Ford, an independent research organization (ICEDR) identified the LDC as having achieved "global benchmark" status for leadership development programs.

Stew worked for five years in health care before earning his Ph.D. (1984) from the University of Michigan. He has published numerous books and articles on work/life integration, leadership, and the dynamics of change, including the widely cited Harvard Business Review article, "Work and life: the end of the zero-sum game" and, more recently, in the Academy of Management Executive, "The Happy Workaholic: a role model for employees." *Work and Family – Allies or Enemies?* (co-authored with Jeff Greenhaus, Oxford University Press, 2000) was recognized by the Wall Street Journal as one of the field's best. With *Integrating Work and Life: The Wharton Resource Guide* (Jossey-Bass, 1998), Stew edited the first collection of learning tools for building leadership skills for integrating work and life. His most recent book is the best-selling *Total Leadership: Be a Better Leader, Have a Richer Life* (Harvard Business Press).

Stew has consulted with a wide range of organizations and executives, including Jack Welch and Vice President Al Gore; he serves on numerous advisory boards; and he conducts workshops globally on leadership and the whole person, creating change, and strategic human resources issues. The recipient of numerous teaching awards, he appears regularly in business media (the New York Times cited the "rock star adoration" he inspires in his students), and was chosen by Working Mother as one of America's 25 most influential men in having made things better for working parents.

Anthony Palombit, Master Trainer

Anthony brings more than three decades of corporate and consulting experience in the areas of executive coaching, organizational effectiveness and leadership development. His client list includes: BlackRock, Gymboree, Burlington Stores, Fitbit, VMware, Nike, Sensata Technologies, the NFL, Cirque du Soleil, IBM, EBay, PayPal, Microsoft, Pfizer, American Express, the UN, the CIA, the Department of Defense, Victoria's Secret, Cisco, Biogen, Eli Lilly, and Logitech.

Anthony specializes in coaching CEOs of Fortune 1000 companies and the executives that report into them. In addition to coaching, he designs and facilitates executive team off-sites and leadership summits.

Anthony teaches in the Executive Education Program at the Wharton School of Business. He has extensive expertise in the field of leadership development assessments (personality, emotional intelligence, leadership impact, 360s and thinking styles) and has trained and certified over 2,000 facilitators, executive coaches and therapists in use of these technologies. He has led efforts in the design, development and delivery of customized, enterprise-wide leadership development programs. Some of the courses he developed and delivered include: Sets Strategy and Drives Results, Leveraging Unconscious Bias to Make Better Business Decisions, Brings Out the Best in People, Client and Market Insight and Builds Process and Organizational Excellence.

He spent six years working abroad in Europe, Asia and the Caribbean coaching leaders how to effectively manage in global environments. He is conversant in French.

Anthony is a licensed, clinical psychologist in the state of California and has a clinical practice in San Francisco working with individuals and couples in a therapeutic capacity.

Anthony has a BS degree in Chemical Engineering, a BA in Biochemistry, MAs in Graphic Arts and French Literature and a Ph.D. in Psychology.

In his free time, Anthony is a documentary filmmaker, enjoys traveling with his partner and hanging out with their many animals.

Roch Parayre, Partner

Roch Parayre is a partner in Heidrick & Struggles' Philadelphia office and a member of the Leadership Consulting Practice. He was previously a senior partner at Decision Strategies International, a global strategy and leadership development advisory firm acquired by Heidrick & Struggles in 2016, where he also led the Blue Ocean Strategy Practice.

A strategist and master teacher, Parayre has advised organizations on five continents across a broad spectrum of industries, helping them grow and transform their businesses. He is an expert and conducts executive education seminars on the topics of decision-making, scenario planning, innovation, and strategy. Parayre teaches in executive education programs at Wharton Executive Education, at CEDEP and INSEAD in France, for Duke Corporate Education, and at the Tuck School of Business at Dartmouth College. He was previously a senior fellow at the Mack Institute for Innovation Management at Wharton and a faculty member at the Cox School of Business at SMU, where he won numerous MBA teaching awards. His published works are in a variety of academic journals, industry reports, and trade publications.

Parayre holds a bachelor of science magna cum laude in applied mathematics from the University of Ottawa, a master of science in engineering-economic systems from Stanford University, and a PhD in business strategy from the University of British Columbia.

G. Richard Shell, Professor of Legal Studies, Business Ethics, and Management

G. Richard Shell is the Thomas Gerrity Professor of Legal Studies, Business Ethics, and Management at the Wharton School of the University of Pennsylvania, where he has taught since 1986. He is a senior member of the faculty and has led a number of School-wide initiatives, including the 2010 redesign of the MBA program. As a teacher, he is the Academic Director for two Wharton executive education programs: The Executive Negotiation Workshop and the Strategic Persuasion Workshop. He is also the author of three books: *The Art of Woo: Using Strategic Persuasion to Sell Your Ideas* (Portfolio/Penguin 2007) (with Mario Moussa), *Bargaining for Advantage: Negotiation Strategies for Reasonable People* (2nd Edition, Penguin 2006), and a work on competitive strategy and law entitled *Make the Rules or Your Rivals Will* (Crown Business 2004).

Professor Shell is an internationally recognized expert in negotiations, persuasion, and strategy, as well as an award-winning teacher. He has lectured to some of the world's most influential corporate, nonprofit and political leaders at venues such as the World Economic Forum in Davos, Switzerland and the World Negotiation Forum in New York City. Wharton students have honored Professor Shell with numerous teaching prizes, and his professional peers have recognized his scholarly contributions to the dispute resolution field by giving his work some of their top awards. *BusinessWeek's* bi-annual "Guide to the Best Business Schools" has consistently listed Professor Shell as one of the Wharton School's top professors based on polls of Wharton School graduates.

As a consultant, Professor Shell has worked for over 100 business firms and nonprofit organizations. His clients include: Google, General Electric, Johnson & Johnson, Citibank, Four Seasons Hotels and Resorts, Merck & Company, Hewlett-Packard, Enterprise Rent-a-Car, Christie's, the Pew Charitable Trusts, American Association of Medical Colleges, the Teamsters, and the United Food and Commercial Workers International. He has also worked closely with the several groups within the United States Special Operations Command and the Crisis Negotiation Unit of the Federal Bureau of Investigation.

As a scholar, Professor Shell has published widely on the subjects of negotiation, dispute resolution, and strategy in leading business and legal journals. He has been a Visiting Scholar at Harvard Law School's Program on Negotiation, testified before Congress on public policy questions related to litigation and dispute resolution, and published opinion articles for such publications as *Wall Street Journal*, the *New York Times*, the *Boston Globe*, and the *Philadelphia Inquirer*. His books are available in over fourteen languages.