

Dr. Jean Kahwajy is the founder and CEO of Effective Interactions, a research and consulting firm that specializes in the science of personal effectiveness and organizational achievement. She is an expert in perception and influence processes and transformational communication.

Dr. Kahwajy's powerful theory of interpersonal interaction has immediate application to real-world situations and has been shown to radically re-define learning, teamwork, decision-making, and creativity. Her unique model of communication dissects the subtle differences that make an interaction either productive or counter-productive.

Dr. Kahwajy developed her ideas over more than 25 years of academic study plus real-world application.

Dr. Kahwajy has shared her innovative approach with senior executives, helping clients in the Fortune 50, high-growth start-ups and educational and governmental institutions on six continents, including such clients as Shell, Sara Lee, Mars, P&G, ABN AMRO, UBS, Bosch, Bayer, Lonza Pharmaceuticals, Johnson & Johnson, Proctor & Gamble, NET, Apple, the Ken Blanchard Companies, Stanford University, the US State Department, The Australian Defence Organization, and Google, to name a few.

She has published on the topics of conflict mitigation, team effectiveness, management team decision-making, negotiation, family business dynamics, gender, the intention of leadership, change management, and organizational design. Her *Harvard Business Review* article "How Management Teams Can Have a Good Fight" is a Harvard Business Review Classic.

She has served as a management consultant with Strategic Decision Group based in Silicon Valley and as a Professor of Organizational Behavior and Leadership at IMD in Lausanne, Switzerland. She has also held positions in systems engineering with Bell Communications Research in New Jersey, technology marketing with Bell Atlantic in Washington, D.C., and equity derivatives with Banque Paribas in London. She assisted the Czech Ministry of Privatization in Prague in the early 1990's as part of a USAID team and has been a fellow with the Stanford Center on Conflict and Negotiation.

She holds a MS in decision sciences from the Stanford School of Engineering, an MBA from the Stanford Graduate School of Business, and a PhD in organizational behaviour with a PhD minor in social psychology also from Stanford University. She holds a BS with high distinction in systems engineering from the University of Virginia.

She continues to advise executives and teach in top executive MBA programs worldwide.