

Gail Ann Berger

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ACADEMIC BACKGROUND

- Ph.D. in Management and Organizations, Northwestern University 2003
- Dissertation Title: “Power and Communication: Message interpretation and message construction”
 - Dissertation Committee: Victoria Husted Medvec (Chair), Dane Deli, Adam Galinsky, and Leigh Thompson
- M.Ed. in Administration and Supervision, Loyola University 2002
- M.S. in Management and Organizations, Northwestern University 2001
- B.A /B.S. in Psychology and Elementary Education, Boston University 1997

ACADEMIC APPOINTMENTS

Northwestern University

McCormick School of Engineering

2005 - Present

- Lecturer -Master’s in Engineering Management Program

Courses:

- Leadership and Organizational Behavior
- Negotiations

Kellogg School of Management

2001 – Present

- Lecturer

MBA Courses:

- Negotiations

Center for Nonprofit Management Executive Programs

- Negotiations
- Organizational Culture
- Team Dynamics

School of Education and Social Policy

2001 - Present

- Lecturer
- Faculty Advisor – Capstone Research Projects for the Masters degree in Learning and Organizational Change
- Post Doctoral Fellow (2003-2004)
 - Designed and developed an executive education program for urban public school leaders in K-12 schools. The goal of the program was to help teams of school leaders become more expert leaders, with an emphasis on distributed leadership and the development of practices grounded in teaching and learning.
 - Wrote business plan for the program

Courses:

- Introduction to Organizational Theory and Practice
- Advancing Learning and Performance Solutions
- Capstone Project

The Chicago School of Professional Psychology

2005 – 2007

Industrial Organizational Psychology and Business PsyD Departments

- Assistant Professor

Courses:

- Professional Development
 - Organizational Behavior
 - Negotiations and Conflict Resolution
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- Director of Industrial/Organizational Internships
 - Managed the internship process for all I/O students
 - Developed over 25 new internship site positions for students
 - Designed a new internship website
 - Advised students in all aspects of internship training
 - Ensured high quality training experiences for all students
 - Coached and advised students who were not performing well

RESEARCH INTERESTS

- Negotiation and Conflict Resolution
- Decision-Making
- Team Dynamics and Performance
- Organizational Communication

PROFESSIONAL EXPERIENCE

Independent Consultant

2005- Present

- Design and facilitate professional development seminars
- Conduct executive assessments
- Coach teams and individuals
- Analyze and restructure organizational roles and responsibilities

Ruda Cohen and Associates

2003 – 2005

Management Consultant

- Performed over 100 executive assessments for selection and development purposes
- Designed and implemented leadership and talent development programs
- Developed and lead programs in the areas of negotiation, interviewing, motivation and feedback, management, customer relations, teamwork and communication
- Facilitated team building sessions
- Conducted organizational surveys for companies experiencing poor performance
- Administered 360° evaluations and analyzed results

PUBLICATIONS

Harrington, B., Berger, G., & Douthit, M. (2010). Self Construal and Positioning of CSR Initiatives: Key Factors Influencing Employee Perceptions and Participation. *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, 6(5), 211-226.

Medvec, V.H., Berger, G., Liljenquist K., & Neale, M (2004) Is a meeting worth the time? *Research on Managing Groups and Teams*, volume 6.

Savitsky, K., Gilovich, T., Berger, G., & Medvec V. (2003) Is our absence as conspicuous as we think?: Overestimating the salience and impact of one's absence from a group. *Journal of Experimental Social Psychology*.

CASES

Berger, G. & Waikar, S. (2010). Creating a Culture of Empowerment and Accountability at St. Martin de Porres High School. Kellogg Case Collection.

Kern, M. & Berger, G. (not published) Negotiation Ethics Case: Papa Pagone's Pizzeria

WORKING PAPERS

Kern, M., Swaab, R., Berger, G., & Medvec, V.H. (working paper)
Transparent Illusions in Performance Feedback: The Moderating
Role of Communication Cues and Feedback Valence

Berger, G., Kern, M., & Thompson, L. (working paper) Facilitation of information exchange: How do we improve group decision making?

Berger, G., Kern, M., & Thompson, L. (working paper) The Enlightened Negotiator: What is the best type of interaction?

PRESENTATIONS

Gail Berger (2011). Great Leadership: Leading high impact teams. Presented at Jewish Federation, Chicago, IL

Gail Berger (2011). Persuasion & Influence. Presented at Ronald McDonald House Charities International Conference, Chicago, IL

Gail Berger (2011). Persuasion: Harnessing the Science of Decision-Making to Gain Buy-In. Presented at Jewish Federation, Chicago, IL

Gail Berger (2010). Persuasion: Harnessing the Science of Decision-Making to Gain Buy-In. Presented at Greater Miami Jewish Federation, Miami, FL.

Gail Berger (2010). Listening to Interests and Perspective-taking: Using "LIP" Service to Successfully Resolve Conflicts. Presented at Greater Miami Jewish Federation, Miami, FL.

Gail Berger, Scott Dimmick, and Mindy Douthit (2010). Leading Large Scale Change: Through the minds not the hearts of followers. Paper presented at the Society of Industrial Organizational Psychologists, Atlanta, GA.

Gail Berger (2010). Negotiating FUNdamentals: Basic strategies for your negotiating needs. Presented at The Chicago Network breakfast roundtable, Chicago, IL

Gail Berger (2009). Negotiations: Transforming knowledge into action. Presented at the Graduate Women Across Northwestern (GWAN) spring workshop, Evanston, IL

Gail Berger (2008). Negotiations: Exploring the intricacies of the interaction. Presented at the annual Conference on the Future, sponsored by Sincere & Co. in conjunction with Tel Aviv University, Chicago, IL

Mary Kern and Gail Berger (2008). Papa Pagone's Pizzeria: An exploration of the role of agents and ethics in negotiation. Paper presented at the Eastern Academy of Management, Washington D.C.

Mary Kern, Gail Berger, Tuvana Rua, Leigh and Thompson (2007.) Taking Care of Business: Aligning group focus with individual self-construal. Paper presented at the International Academy of Conflict Management, Budapest, Hungary.

Gail Berger (2004). Gaining Commitment. Presented at the Medical Education Broadcast Network, Manchester NH

Gail Berger, Mary Kern and Leigh Thompson (2003). The enlightened negotiator. Paper presented at the International Academy of Conflict Management, Melbourne, Australia.

Gail Berger and Deborah Gruenfeld (2002). Effects of power on semantic and pragmatic communication. Paper presented at the International Academy of Conflict Management, Salt Lake City, UT.

Victoria Medvec, Gail Berger, Katie Liljenquist, and Margaret Neale (2002). Tick Tock – That's the clock isn't it: The relationship between time pressure and the confirmation bias. Paper presented at the Research on Managing Groups and Teams Conference, Palo Alto, CA.

Gail Berger and Victoria Medvec (2001). The illusion of transparency in transmittal. Paper presented at the International Academy of Conflict Management, Paris, France.

ACADEMIC HONORS & AWARDS

Instructor of the Year – Northwestern, School of Education and Social Policy	2010- 2011
Associated Student Government Faculty Honor Roll	2007 - 2008
Doctoral Teaching Award- Northwestern, Kellogg School of Management	2001
Jewish Education Leadership Institute Scholarship	2001
Kellogg School of Management Scholarship	1998
Phi Beta Kappa	1997
Golden Key National Honor Society	1996

RESEARCH GRANTS

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| Kellogg Team and Group Research Center | 2001 |
| “Are three heads better than one?: Confirmation bias in group versus individual interviews” | |
| Kellogg Team and Group Research Center | 2001 |
| “Is our absence as conspicuous as we think?: Overestimating the salience and impact of one’s absence from a group” | |
| Kellogg Team and Group Research Center | 2000 |
| “Negotiating your lifeline: Egocentric bias and negotiation” | |

PROFESSIONAL SERVICE

- Baruch College – The City University of New York
- Grant Proposal Reviewer
- The Chicago School of Professional Psychology
- I/O Advisory Board Member
 - Diversity Mural Project

PROFESSIONAL AFFILIATIONS

- Chicago Industrial Organizational Psychologists
- Chicagoland Chapter American Society for Training and Development
- Academy of Management
- International Association of Conflict Management