

BRENDA ELLINGTON BOOTH

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PROFESSIONAL EXPERIENCE

Kellogg School of Management, Northwestern University, Evanston IL

- 2009 - Current Clinical Professor of Management & Organizations
 Director of Kellogg Leadership Coaching Program
 Associate Academic Director of Executive Programs

- 1998 - 2008 Assistant Professor of Management & Organizations
 Associate Academic Director of Executive Programs

- 1994 – 1998 Instructor

Leo Burnett USA, Chicago, IL

1986 - 1991 Account Executive

Home Box Office, Inc., Los Angeles, CA

1982 -1984 Financial & Systems Analyst

EDUCATION

- Ph.D., Organization Behavior , Kellogg School of Management, Northwestern University, 1998
University of Michigan Graduate School of Management
Work toward Ph.D., 1991 - 1992

- MBA, Stanford Graduate School of Business, 1986

- A.B. Economics, Stanford University, 1982

PROFESSIONAL DESIGNATIONS

- Certified Coach, Coach U, 2008
- Certified by Center for Creative Leadership, Benchmarks 360-degree Assessments
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HONORS AND AWARDS

- Awarded Doctoral Teaching Award for Exceptional Teaching Performance, 1997.
- Recognized for Outstanding Teaching – (*J.L. Kellogg Graduate School of Management, 1995, 1997*).
- University Scholar – Northwestern University, 1996 - 1997.
- Awarded “Above and Beyond the Call of Duty” award as reviewer for Organization Management Theory Division of Academy of Management (*1995*).
- Stanford Graduate School of Business Fellowship (*Stanford Graduate School of Business, 1985*).
- Citicorp Merit Fellowship (*Stanford Graduate School of Business, 1984*).
- Awarded Outstanding Service Award for the City of Los Angeles for community involvement. (*1980*).
- California State Merit Scholarship (*Stanford University, 1978 - 1982*).

PROFESSIONAL EXPERIENCE

- 1998 – Present **KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY** Evanston, IL.
Clinical Professor of Management of Organizations
Teach MBA-level Courses:
- *Strategies for Leading & Managing Organizations, Leadership of Non-Profits, Negotiation Strategies, Managing Change, Leadership Coaching Course & Leader as Coaching Independent Study*
- Director of Kellogg Leadership Coaching Programs**
Created Program in 2007. Hire and work collaboratively with a team executive coaches to design and implement coaching experiences for Kellogg MBA students. Faculty advisor to Student Advisory group.
- Associate Academic Director**
Design curriculum and teach in open-enrollment and custom executive education programs. Open Enrollment Courses Designed & Taught:
- *Kellogg Executive Development Program; Kellogg Post MBA Program, Kellogg Management Institute; Energizing People for the Performance, Soul of Leadership, Reinventing Leadership, New Leaders in the Family Enterprise.*
- Representative Custom Program Organizations Designed &/or Taught:
- *U.S. Intelligence Community Organizations, International Paper, USG, Ernst & Young, Baloise Financial Services (Swiss Company), Jefferson Wells, Aon Financial Services, Industrial Research Institute, WolterKluwer N.V, Chicago Public Schools, Baker & McKenzie Law Firm, Urban League Entrepreneurs, Chicago Charter Schools*
- Executive-Level Seminars & Courses Taught:
- *Leading Strategic Change, Energizing People for High Performance, Leadership, Decision-Making, Negotiation Strategies, Action-Learning Workshops, Leader as Coach, & Authentic Leadership*
- Executive Coach: Since 2007
- Coach participants in Executive Education programs on topics such as enhancing leadership effectiveness, leading strategic change and developing effective organizational culture.
- 1995 - Current **OTHER ACTIVITIES**
- Executive Coach**
Coach executives on leadership and career development matters. Specialize with women and minority professionals. Clients include: high potential executives major global organizations and entrepreneurs
- Strategy Consultant & Executive for Non-Profit Organizations:**
Provide pro-bono strategic and organizational consulting services. Specialize in not-for-profit organizations. Sample of clients: Fertile Ground Child Care Center, 2nd Baptist Church, CASID, Genesis at the Crossroads
- 1995-1999 **Consultant & Case Writer**
Collaborated with numerous industry professionals and trade associations to develop educational case studies for mid- and senior level executives on strategic, human resources, and organizational issues in the grocery industry. Worked with companies such as *Ernst & Young, Frito-Lay, Tropicana, Kraft, Pillsbury, Information Resources, Inc., The Fleming Companies.*
- Provided analysis and conducted research.
 - Authored comprehensive management report for multi-firm alliance.
- 1994 – 1998 **KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY** Evanston, IL.
Instructor
Taught MBA-level course entitled “*Negotiations*” in Fall 1994, Summer 1995, Summer 1997, and Winter 1998 quarters.

- 1986 - 1991 **LEO BURNETT USA** Chicago, IL.
Account Executive
 Client service representative. Acted as liaison between clients of major manufacturers and agency personnel including creative, research, legal, finance, production and promotions departments.
- Developed marketing and advertising strategies for clients including *7-UP, Heinz Pet Products, Kraft, and Procter & Gamble.*
 - Managed team of assistant account executives.
- 1982 -1984 **HOME BOX OFFICE, INC.** Los Angeles, CA.
Financial & Systems Analyst
 Supervised training and technical support of financial and word processing systems. Performed budget and general financial analysis.

ADDITIONAL TEACHING EXPERIENCE

- UNIVERSITY OF ILLINOIS AT CHICAGO** Chicago, IL.
- 1997 *Guest Speaker*
 Taught “*Qualitative Research Methods*” to graduate and doctoral students. (*Spring*)
- STANFORD UNIVERSITY** Stanford, CA.
- 1985 *Instructor*
 Taught combination undergraduate and MBA-level course on Women and Minority Perspectives in Business. (*Spring*)

PUBLICATIONS

Dissertation

- Title: “*Processes and the Evolution of Trust in Interfirm Collaborative Relationships: A Longitudinal Study*”
 Description: This dissertation examines multi-level interorganizational processes among supply chain partners involved in transforming their relationships from adversarial and arms-length to that of a collaborative strategic alliance. It combines a real-time, longitudinal case study with numerous retrospective case studies, archival data, and a longitudinal industry survey to develop a process model of organizational, social psychological and behavioral aspects of interfirm cooperation.
- Dissertation Chair: Ed Zajac
- Committee members: Ranjay Gulati, Steve Shortell, James Anderson

Articles

- On-going contribution in Kellogg’s Executive Education Quarterly Publication for column “Coaches Corner”
- Booth, Brenda Ellington. 1997. “Wholesaler Category Management: A Success Story.” Sales & Marketing Quarterly.

MBA Course Case Studies

- “The Cradle”. Case study written with Nadeem Ghani for Leading Change in Not-For-Profit Organizations. Kellogg School of Management. 2002.
- “Nestle USA”. Case study written for course entitled Vision, Leadership, and Change at the University of Michigan. 1992.

Case Studies for Grocery Industry -- Completed Publications

- “A Case Study in Category Management for Small Manufacturers” (1996)
- “Category Management for Variable-Weight Perishables” (1996)
- “Crossing Department Boundaries: A Case Study in Category Management” (1996)
- “Menu-Pricing: An Application of Activity Based Management” (1997)
- “Category Management in a Direct Store Delivery Environment” – (1998)
- “Micromarketing: A Case Study in Category Management” – (1999)
- “A Case Study in Category Management for Wholesalers” – (1999)

REPRESENTATIVE PRESENTATIONS

- 2010 “Effective Teams” Kellogg Board Fellows Program.
- 1999 “Making Use of Social Networks.” Kellogg Austin Scholar Student Group, Kellogg Graduate School of Management, Evanston, IL.
“Managing Change.” Association of College Unions, Northwestern University, Evanston, IL.
- 1997 “Organizational Implications of Activity-Based Management Across the Supply Chain.” 3rd Annual ECR (Efficient Consumer Response) Annual Conference, Atlanta, GA.
“Category Management Cross-Functional Teams: An Objective Perspective.” Food Marketing Institute Annual Conference, Chicago, IL. and Association of Sales and Marketing Companies Conference, San Francisco, CA.

REPRESENTATIVE MEDIA INTERVIEWS

- Chicago Tribune – On workplace trends
- Catalyst (Publication for educators) – Comments on HR practices of Chicago Public Schools
- Pink Magazine – Coaching Trends

RESEARCH ACTIVITIES

Working Paper

- Ellington-Booth, Brenda and Zajac, Edward J. (2002). Behavioral And Organizational Processes And Trust In Interfirm Collaborative Relationships: A Longitudinal Study

Research Experience

- **The impact of corporate restructuring on social stratification and workforce diversity.** (1993 - 1996). Research Assistant with Gerald F.(Jerry) Davis, Northwestern University. Developed working paper.
- **Social networks, interpretation, and planned organizational change.** (1995). Summer paper requirement. Committee: Jerry Davis, Denise Rousseau, and Robert Duncan.
- **Negotiation schemas and change.** (1992). Research project with Max Bazerman, Northwestern University. Field research. Developed working paper.
- **The impact of diversity on group dynamics.** (1991 - 1992). Research project with Faye Crosby, Northwestern University. Lab experiment. Developed working paper.
- **Managerial high performance.** (Fall 1991 - Spring 1992). Research Assistant with Robert E. Quinn, University of Michigan. Activities included research design, validity and reliability testing, data analysis.