



Deborah M. Kolb, PhD

Deborah M. Kolb is the Deloitte Ellen Gabriel Professor for Women and Leadership at the Simmons School of Management and co-founder of the Center for Gender in Organizations there.

From 1991 through 1994, she was executive director of the Program on Negotiation at Harvard Law School. She is currently a senior fellow at the program, where she co-directs the Negotiations in the Workplace Project.

Kolb is co-author of *Her Place at the Table: A Woman's Guide to Negotiating Five Key Challenges to Leadership Success* (Jossey-Bass/John Wiley, 2004) and of *The Shadow Negotiation: How Women Can Master the Hidden Agendas That Determine*

Bargaining Success (Simon & Schuster, 2000). That book was named by Harvard Business Review as one of the top ten business books of 2000. It also received the "Best Book" award from the International Association of Conflict Management and has been published in paperback under the title, *Everyday Negotiation: Navigating the Hidden Agendas of Bargaining*.

She is the author of *The Mediators* (MIT Press, 1983), an in-depth study of labor mediation, and coeditor of *Hidden Conflict in Organizations: Uncovering Behind-the-Scenes Disputes* (Sage, 1992), a collection of field studies about how conflicts are handled in a variety of business and nonprofit organizations.

She has published a study of the practice of successful mediators, *Making Talk Work: Profiles of Mediators* (Jossey-Bass, 1994). She is also editor of *Negotiation Eclectics: Essays in Memory of Jeffrey Z. Rubin* (Program on Negotiation, 1999). She has authored more than seventy-five articles on the subjects of negotiation, conflict in organizations, and mediation, and is on the editorial boards of the *Negotiation Journal* and the *Journal of Conflict Resolution*.

Kolb received her Ph.D. from MIT's Sloan School of Management, where her dissertation won the Zannetos Prize for outstanding doctoral scholarship. She has a B.A. from Vassar College and an M.B.A. from the University of Colorado.

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