
Hal Movius

Principal and Director of Training and Consulting Services
Consensus Building Institute Staff

Hal Movius is a Principal at the Consensus Building Institute, where he directs its Assessment, Coaching and Training Services, working primarily in CBI's Business Practice. He helps leaders and organizations to tackle complex commercial negotiations and to implement processes and incentives that improve negotiation results. He is Visiting Associate Professor at the Darden School of Business, the University of Virginia, and also co-teaches *The Program on Technology Negotiation*, an executive seminar offered through the Program on Negotiation at Harvard Law School.

Dr. Movius is lead author of [*Built to Win: Creating A World-Class Negotiating Organization*](#) (Harvard Business Press) and has authored or co-authored dozens of negotiation simulations and published papers, including articles on leadership, negotiation, the effectiveness of negotiation training, negotiating cross-cultural business deals, and dealing with difficult counterparts. Trained as a social and clinical psychologist, he also brings expertise on the psychological biases and dynamics that often affect negotiations.

Past and current clients include WPP Group, Proctor & Gamble, Hewlett-Packard, McDonald's, Ogilvy & Mather, The U.N. Development Program, the Federal Aviation Administration, Burson-Marsteller, Ernst & Young, University of Chicago, Sabre Holdings, AllState, Society for Neuroscience, the Rockefeller Foundation, and Macromedia. Dr. Movius has made presentations at the Global Institute for Leadership Development, IMD's High Performance Leadership Program, and at the Women In Leadership Summit. Dr. Movius has delivered workshops and worked with companies in the US, Mexico, Canada, Singapore, Spain, France, Switzerland, Germany, Holland, England, Peru, and Brazil.

Previously Dr. Movius served as Senior Consultant at Linkage (a consulting and training firm); consultant at Auerbach Associates (a leadership search firm); research associate at Harvard Business School; and coach at Harvard's Kennedy School. He graduated from Harvard University in 1987 with a B.A. in History and earned a Ph.D. in Clinical Psychology at the University of Arizona in 2000, completing his clinical internship at Cambridge Hospital / Harvard Medical School. He is married with two children, and tries hard to keep his guitar from gathering dust.

Hal Movius is a Principal at the Consensus Building Institute and directs its Assessment, Coaching and Training services. Hal helps organizations to understand how well they are currently negotiating, and to develop systems and structures that improve how individuals and teams negotiate. He has trained more than a thousand executives and advised organizations of all sizes.

With Professor Lawrence Susskind, he is co-author of *Built to Win: Creating A World-Class Negotiating Organization* (Harvard Business Press). He has also authored and co-authored more than a dozen negotiation articles, cases, and simulations that focus on negotiation, communication, and leadership. He has been a featured speaker at the Global Institute for Leadership Development and the Women in Leadership Summit.

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