

HALLAM MOVIOUS

Principal & Director of Commercial Negotiations Practice, Consensus Building Institute, Inc.
Consultant, The Affective Neuroscience Laboratory, University of Virginia
Visiting Associate Professor, The Darden Graduate School of Business
238 Main Street, Suite 400, Cambridge, MA 02142
Tel. (434) 284-3116; e-mail hmovius@cbuilding.org

PROFESSIONAL SUMMARY

Twenty years of experience as a scientifically and clinically trained teacher, coach, consultant, workshop designer and assessments expert across diverse sectors in North and South America, Europe, and Asia.

KEY ACCOMPLISHMENTS

- Lead author of *Built to Win: Creating A World Class Negotiating Organization* (Harvard Business Press) now translated into multiple languages
- Author of 360-degree and self-assessment tools on communication; emotional intelligence; negotiation skills
- Senior consultant to elite global organizations including Procter & Gamble, Pfizer, McDonald's, Amgen, Hewlett-Packard, TNS, WPP Group, Ogilvy & Mather, Johnson & Johnson, Bristol-Myers Squibb, the United Nations Development Program, the Federal Aviation Administration, Allstate, Ernst & Young, the University of Chicago, the Society for Neuroscience, the Rockefeller Foundation, and Macromedia.
- Invited talks for the University of Virginia Law School and Social Psychology Program; the Global Institute for Leadership Development; IMD's High Performance Leadership Program; HSM Brazil, the International Association of Conflict Management; and the Women In Leadership Summit.

PROFESSIONAL EXPERIENCE

<i>2003-present</i>	Consensus Building Institute <i>Principal & Director of Commercial Negotiations Practice</i>	Cambridge, MA
	<ul style="list-style-type: none">• Leader of the organization's Commercial Negotiations Practice. Consultant to global companies regarding the structures, skills, and systems required to support effective negotiations. Seasoned workshop designer and presenter for senior executive leaders and teams. Coach who applies scientific literatures to challenges in negotiation, communication, self-management, motivation, and relationships.	
<i>2006-present</i>	The Affective Neuroscience Laboratory, University of Virginia <i>Consultant</i>	Charlottesville, VA
<i>2009-present</i>	The Darden Graduate School of Business <i>Visiting Associate Professor</i>	Charlottesville, VA
<i>2005-2009</i>	The Program on Negotiation, Harvard Law School <i>Instructor, The Program on Technology Negotiations (Executive Education)</i>	Cambridge, MA
<i>2002-2003</i>	Linkage, Inc. <i>Senior Consultant</i>	Burlington, MA

2001-2002	Harvard Business School <i>Research Associate</i>	Cambridge, MA
2000-2001	Kennedy School of Government, Harvard University <i>Executive Coach</i>	Cambridge, MA
1995-2001	Auerbach Associates <i>Executive Search Consultant</i>	Belmont, MA
2000-2002	Cambridge Hospital/Harvard Medical School <i>Psychotherapist/Instructor</i>	Cambridge, MA
1993-1996	Udall Center for Studies in Public Policy, University of Arizona	Tucson, AZ
1996	<i>Research Associate</i>	
1993-1996	<i>Negotiation Trainer</i>	
1991-1993	Endispute, Inc. <i>Mediator and Research Associate</i>	Springfield, VA

EDUCATION

University of Arizona	Tucson, AZ
<ul style="list-style-type: none"> Ph.D., Clinical Psychology, 2000. John Fife Graduate Award for work in the field of Conflict Resolution 	
Harvard University	Cambridge, MA
<ul style="list-style-type: none"> Bachelor of Arts, History, 1987. 	

PROFESSIONAL AFFILIATIONS

American Psychological Association: Member

Association for Psychological Science: Member

PUBLICATIONS

Books

Movius, H. and Susskind, L.E. (2009) *Built to Win: Creating a World Class Negotiating Organization*. Cambridge, MA: Harvard Business Press.

Peer Reviewed Articles: Business and negotiations

Movius, H. and Wilson, T. D. (2011). How we feel about the deal. *Negotiation Journal*, April 2011, 241-250.

Movius, H. (2008). The effectiveness of negotiation training. *Negotiation Journal*, October, 509-531.

Fairman, D., Field, P, and Movius, H. (2007). The Negotiator's Fieldbook: the virtues and limits of a kaleidoscope. *Negotiation Journal*, July, 343-354.

Movius, H., Matsuura, M., Yan, J., and Kim, D-Y. (2006). Tailoring the mutual gains approach to negotiation for counterparts in Japan, China, and Korea. *Negotiation Journal*, 22, 389-435.

Peer Reviewed Articles: Psychological Science

Movius, H.L. and Allen, J.J.B. (2005) Cardiac vagal tone, defensiveness, and motivational style. *Biological Psychology*, 68, 147-162.

Allen, J.J.B., Vrana, S.R., Peasley-Miklus, C., Chambers, A.S., Movius, H.L. (2001). The many metrics of cardiac chronotropy. *Psychophysiology*, 38, S20.

Allen, J.J.B., and Movius, H.L. (2000). The objective assessment of amnesia in dissociative identity disorder using event-related potentials. *International Journal of Psychophysiology*, 38, 21-41.

Invited Articles: Negotiation and Leadership

Kinnaird, T. and Movius, H. (2008). Avoiding the three deadly sins. *CPO Agenda*, Autumn, 49-55.

Movius, H. (2008). When tough talk is beside the point. *Negotiation Newsletter*, June, 2008. Cambridge, MA: Harvard-MIT Program on Negotiation.

Movius, H. and Maxfield, A. (2008). A unified policy for negotiations. *Inside Supply Management*, June 2008.

Movius, H. (2007). When individual bargaining skills are not enough. *Negotiation Newsletter*, March, 2007. Cambridge, MA: Harvard-MIT Program on Negotiation.

Bennis, W., and Movius, H. (2006). Why Harvard Is So Hard to Lead. *Chronicle of Higher Education*, March 17, 2006.

Negotiation Cases and Simulations

Movius, H. (2011). *Grevaxa*. Cambridge, MA: The Consensus Building Institute and Amgen.

Movius, H. and Kovick, D. (2010). *Liapro*. Cambridge, MA: The Consensus Building Institute and Amgen.

Movius, H. and Kovick, D. (2010). *Ropila*. Cambridge, MA: The Consensus Building Institute and Amgen.

Movius, H. and Kovick, D. (2010). *Prolia*. Cambridge, MA: The Consensus Building Institute and Amgen.

Subramanian, Guhan, Hallam Movius, and Nithyasri Sharma. "The Linder Negotiation: Background Note." Harvard Business School Case No. 910-018. Boston: Harvard Business School Publishing, 2009.

Movius, H. (2009). *Alto Brands Part I*. Cambridge, MA: The Consensus Building Institute /and Procter & Gamble.

Movius, H. (2009). *Alto Brands Part II*. Cambridge, MA: The Consensus Building Institute and Procter & Gamble.

Movius, H. (2008). *Tippley's Toys*. Cambridge, MA: The Consensus Building Institute.

Movius, H. and Harvey, K. (2008). *Tournament Banners*. Cambridge, MA: The Consensus Building Institute.

Movius, H.L. (2008). *Bestwin II: Executing the National Plan*. Cambridge, MA: The Consensus Building Institute and McDonald's.

Movius, H. and Harvey, K. (2006). *Nobleton-Legacy*. Cambridge, MA: The Consensus Building Institute and WPP Group USA, Inc.

Subramanian, Guhan, Hal Movius, David Kovick, and Nithyasri Sharma. "VitaBeer: General Instructions." Harvard Business School Case No. 910-018. Boston: Harvard Business School Publishing, 2008.

Subramanian, Guhan, Hal Movius, David Kovick, and Nithyasri Sharma. "Confidential Instructions for Chris Cashman, Chief Financial Officer, Apex Advertising." Harvard Business School Case No. 910-019. Boston: Harvard Business School Publishing, 2008.

- Subramanian, Guhan, Hal Movius, David Kovick, and Nithyasri Sharma. "Confidential Instructions for Sandy Stokes, Chief Executive Officer, Apex Advertising." Harvard Business School Case No. 909-023. Boston: Harvard Business School Publishing, 2008.
- Subramanian, Guhan, Hal Movius, David Kovick, and Nithyasri Sharma. "Confidential Instructions for Terry Taylor, Client Services Director, Apex Advertising." Harvard Business School Case No. 909-024. Boston: Harvard Business School Publishing, 2008.
- Subramanian, Guhan, Hal Movius, David Kovick, and Nithyasri Sharma. "Confidential Instructions for Lee Lewis, Chief Marketing Officer, Banter Brewing Company." Harvard Business School Case No. 909-020. Boston: Harvard Business School Publishing, 2008.
- Subramanian, Guhan, Hal Movius, David Kovick, and Nithyasri Sharma. "Confidential Instructions for Mel Mackenzie, Chief Financial Officer, Banter Brewing Company." Harvard Business School Case No. 909-021. Boston: Harvard Business School Publishing, 2008.
- Subramanian, Guhan, Hal Movius, David Kovick, and Nithyasri Sharma. "Confidential Instructions for Pat Penny, Procurement Consultant, PND." Harvard Business School Case No. 909-022. Boston: Harvard Business School Publishing, 2008.
- Harvey, K. and Movius, H. (2006) *AD Pharmaceuticals (A Salary Negotiation)*. Cambridge, MA: The Consensus Building Institute
- Lee, A. and Movius, H. (2006) *GlobalTech*. (2006) Cambridge, MA: The Consensus Building Institute and Hewlett-Packard, Inc.
- Movius, H.L. (2005). *VitaBeer: Baxter Beer and Apex Advertising*. Cambridge, MA: The Consensus Building Institute and WPP Group USA, Inc.
- Doherty, B. and Movius, H.L. (2005). *What to Do with Hexiglass?* Cambridge, MA: Harvard-MIT Program on Negotiation.
- Movius, H.L. (2005). *L-Star: A Supply Chain Negotiation*. Cambridge, MA: The Consensus Building Institute.
- Movius, H.L. and Ferguson, O. (2004) *Viatec: A Strategic Relationship Role-Play*. Cambridge, MA: The Consensus Building Institute.
- Movius, H.L. and Cohen, M. (2004). *Bestwin: Executing the National Plan*. Cambridge, MA: The Consensus Building Institute.
- Movius, H. (2004) *Eurocorp: A Procurement Negotiation Role-Play*. Cambridge, MA: Harvard-MIT Program on Negotiation.
- Emerson, K. and Movius, H. (1999). *Trouble in Tortuga! A rangeland conflict simulation exercise*. Tucson, AZ: Udall Center for Studies in Public Policy.
- Moore, P. Movius, H., and Susskind, L.E. (1993). *BMP Policy Meeting*. Cambridge, MA: Harvard-MIT Program on Negotiation.
- Moore, P. Movius, H., and Susskind, L.E. (1993). *Flagship Airways*. Cambridge, MA: Harvard-MIT Program on Negotiation.
- Susskind, L.E., Moore, P. and Movius, H. (1993). *Common measures: A role-play simulation*. Cambridge, MA: Harvard-MIT Program on Negotiation.

Educational Films

Writer and Producer: *Options-Based Negotiation*. (Twelve 3-minute scenes focusing on day-to-day negotiations between a household products manufacturer and large retail partners, on professional-quality DVD.) Produced by The Consensus Building Institute and Procter & Gamble. (2010)

Writer and Producer: *The Linder Negotiation*. (20 minute professional-quality DVD focusing on a contract renegotiation.) Produced by The Consensus Building Institute and Procter & Gamble. (2009)

Writer and Producer: *Approaches to Negotiation*. (Eight 1-2 minute interactions showing tough, soft, and mutual gains behaviors in a fee negotiation and then in a consulting dispute.) Produced by The Consensus Building Institute and Procter & Gamble. (2009)

Writer and Director: *The Annual Negotiation*. (25 minute professional-quality DVD focusing on a contract renegotiation.) Produced by The Consensus Building Institute and WPP Group. (2007)

Writer and Director: *Coaching A Negotiator*. (20 minute professional-quality DVD illustrating effective and ineffective coaching.) Produced by The Consensus Building Institute and WPP Group. (2007)

Assessment Tools

Are You a World Class Negotiating Organization? © 2009 The Consensus Building Institute. Cambridge MA.

Negotiation Skills Q-Sort © 2007 The Consensus Building Institute. Cambridge MA.

C-SAIL: The Communication Styles and Abilities Inventory for Leaders. Burlington, MA: Linkage, Inc. © 2003-2009

Emotional Intelligence Q-Sort (unpublished, 2004)