

MICHELE WILLIAMS, Ph.D.



Professor Michele Williams, Tippie College of Business, University of Iowa, has taught negotiations to executives, startups, MBAs and undergraduates at leading schools of management for over 10 years. She is co-author of the Four Capabilities Assessment.

| FULL BIOGRAPHY

Michele Williams is assistant professor of management and organizations in the Tippie College of Business at the University of Iowa. She has taught negotiations to executives, startups, MBAs and undergraduates at leading schools of management for over 10 years. She is co-author of the Four Capabilities Assessment, an online 360-degree performance assessment used by organizations to enhance the leadership of potential managers.

Dr. Williams's research began with a focus on Trust and Relationships in the workplace and now includes researching Women in Leadership & Entrepreneurship. She addresses two challenges that organizations face:

Trust and Relationships—Building, maintaining and repairing trust in team-based relationships and across demographic and organizational boundaries; Sustaining high performing, cross-boundary relationships.

Women in Leadership & Entrepreneurship—Gender equity within firms and across established and entrepreneurial ventures; Factors affecting women as team members, boundary spanners, and business owners; Social construction of gender.

Michele recently joined the Tippie College of Business faculty as the [John L. Miclot Fellow in Entrepreneurship](#). She is also a scholar at Cornell University's Scheinman Institute on Conflict Resolution and with the [Smith Family Business Initiative](#) in Cornell's Johnson College of Business. Previously, she was a member of the faculty at Cornell University and MIT's Sloan School of Management.

She has authored papers and case studies, published in notable academic journals, and speaks at academic and professional conferences on her topics of research. She produced a unique course offering on Women in Leadership, Negotiation & Entrepreneurship and has spoken on this topic at JP Morgan.

Dr. Williams earned her Bachelor of Arts degree in Psychology at Johns Hopkins University, her Master of Arts degree in Education from Teachers College, Columbia University, and her Ph.D. in Organizational Behavior from the Ross School of Business, University of Michigan.

| SPEAKING TOPICS

Michele can talk about a variety of management topics and the social science behind them.

Trust and Collaboration

- High-Performing Relationships at work
- High-Performing Relationships for startup teams
- Trust and Conflict Resolution
- Dealing with Difficult Colleagues
- Managing a Diverse Workforce
- Emotional Intelligence

Leadership and Negotiation

- Negotiation for Leaders
- Negotiation for Entrepreneurs
- Relational Leadership
- Problem-driven Leadership for innovation

3

Innovation and Entrepreneurship

- Problem-driven Leadership for innovation
- High-Performing Relationships for startup teams
- High-Performing Relationships for entrepreneurs
- Women in Entrepreneurship
- Negotiation for Entrepreneurs

Women in Business

- Women in Leadership
- Women in Entrepreneurship
- Women in Negotiation

| MEDIA

NEWS ARTICLES

[Fox Business](#) - 5 Industries Where Women-Owned Businesses Survive Longer

[Science Daily](#) - Business survival 101: Put a woman in charge

[ILR School - Cornell University](#) - No Laughing Matter

[The ILR School - Cornell University](#) - Research Informing Practice, Policy

[WIA Report](#) - Industries Where Women Entrepreneurs Outperform Men

[Business Standard](#) - Create positive culture to beat bad office humor (also appeared in *The Times of India*)

[ILR School - Cornell University](#) - The Female Advantage

[Cornell Chronicle](#) - To convey trust, vary your voice's pitch, volume, study says

[ILR School - Cornell University](#) - Unpacking Workplace Demographics

[The ILR School - Cornell University](#) - What Workers Want

[Cornell Chronicle](#) - Where women-owned businesses thrive: report

[Cornell Chronicle](#) - Women and men influence sensitivity in workplace teams

[ILR School - Cornell University](#) - Workplace Trust Research

[CBS 2 Iowa News](#) - New study suggests women are leading startups

[LSE Blog](#)- Leaders pay a price when they mismanage employees' negative feelings

4

BRIEF ARTICLE SUMMARIES

[The Negotiation Journal](#) - Affect, Emotion and Emotion Regulation in the Workplace: Feelings and Attitudinal Restructuring

[ILR Research Brief- Cornell University](#) - Generational Diversity Can Enhance Trust Across Boundaries

[ILR Impact Brief – Cornell University](#) - Building Trust and Cooperation in Boundary-Spanning Teams

TELEVISION and SOCIAL MEDIA

[PBS PROGRAM "To the Contrary" features Michele Williams' Entrepreneurship Research](#)

[Michele Williams' Research Highlighted by Cornell University President '16](#)

[Michele Williams on "The Lack of Positive Concern" in Negotiations -Harvard PON Celebration](#)

[Michele Williams speaks about Women and Entrepreneurship](#)

WEBINARS

[e-Cornell, Women in Leadership Webinar- Williams promo high performance work relationships](#)

[e-Cornell, Women and Leadership Webinar: Getting What You Want: Gender, Negotiation & Stereotypes](#)

E-Learning Course: Trust and High Performing Work Relationships – COMING SOON

|PUBLICATIONS

JOURNAL PUBLICATIONS

[British Medical Journal: Quality & Safety](#) - The Ins and Outs of Change of Shift Handoffs Between Nurses: A Communication Challenge

[Journal of Business and Psychology](#) - The Experience of Failed Humor: Implications for Interpersonal Affect Regulation

[Academy of Management Review](#) - In Whom We Trust: Group Membership as an Affective Context for Trust Development

[Academy of Management Review](#) - Building Genuine Trust Through Interpersonal Emotion Management: A Threat Regulation Model of Trust and Collaboration Across Boundaries

[Oxford University Press](#) - Perspective Taking Building Positive Interpersonal Connections and Trustworthiness One Interaction at a Time

[Journal of Organizational Behavior](#) - Being Trusted: How team generational age diversity promotes and undermines trust in cross-boundary relationships

[Organization Science](#) - Is It Me or Her? How Gender Composition Evokes Interpersonally Sensitive Behavior on Collaborative Cross-Boundary Projects

[The Leadership Quarterly](#) - The role of leader emotion management in leader–member exchange and follower outcomes

[Journal of Business Venturing](#) - When do female-owned businesses out-survive male-owned businesses? A disaggregated approach by industry and geography

CONTRIBUTION TO BOOKS

[Routledge Companion to Trust](#)-Four Research-based Approaches to Building Trust

[Handbook of Research Methods](#) - A Voice is Worth a Thousand Words: The Implications of the Micro-Coding of Social Signals in Speech for Trust Research

[Restoring trust in organizations and leaders: Enduring challenges and emerging answers](#) - Building and Rebuilding Trust: Why Perspective Taking Matters

[Leading through organizational conflict: Into the fray](#) - Thinking About You: Perspective Taking, Perceived Restraint, and Performance

[The Oxford Handbook of Positive Organizational Scholarship](#) - Perspective Taking: Building Positive Interpersonal Connections and Trustworthiness One Interaction at a Time (Download Perspective Taking Survey Items)

|CONTACT

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