

DANNIELLE KENNEDY, PHD

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EDUCATION

- Cert. Post-Doctoral Certificate in Organization Development and Human Resource Consultation, Boston Institute for Psychotherapy, Inc., Boston, MA 1994
- Ph.D. Simmons College School of Social Work, Boston, MA 1993
- M.S. Columbia University School of Social Work, New York, NY
Simmons College School of Social Work, Boston, MA 1971
- B.A. The College of Wooster, Wooster, Ohio 1967

EMPLOYMENT

Consulting

- 1995- Present** **Principal**
WorkLab (formerly Nautilus Consulting Group) Boston and New York
WorkLab specializes in using management and behavioral sciences to help clients translate strategy into effective action, aligning strategy with organizational goals and creating feedback systems that accelerate individual and organizational development and performance. It draws on a systems perspective to understand the underlying, interconnected factors that shape outcomes in complex organizations.
- 1999- 2006** **Senior Consultant**
KRW International, Minneapolis, MN
KRW is an executive coaching boutique dedicated to leadership development and organization consultation in Fortune 500 and non-profit companies.
- 1990- 1999** **Co-founder**
Key Resources, LLC
Family Business Consultation, Cambridge, MA
Key Resources provides consulting, training, and educational services to closely held and family businesses and their advisors. The Key Resources approach concentrates on the whole system, simultaneously working with family relationships and the ownership and management systems.

Academic

- 2012- 2014** **Director**
Harvard University Group Relations Workshops, Cambridge, MA
Design and direct four two-day workshops for students, faculty, and staff sponsored by the Center for Public Leadership, Kennedy School of Government, Harvard University, the Center for Public Health Leadership, School of Public Health, Harvard University, the Harvard

Graduate School of Education, and the Harvard Institute for Learning and Teaching. Academic year 2012-2013.

- 2010-2012** **Guest Faculty**
Massachusetts School of Professional Psychology Organizational Psychology Program, Newton, MA Design and Direct Weekend-in-Residence Workshop on Group Relations
Organization Development in Executive Development in Executive Coaching Program (2010 – present)
- 2008-2011** **Core Faculty**
Massachusetts School of Professional Psychology Executive Coaching Certificate Program, Newton, MA Teach Organization Development in Executive Development in Executive Coaching Program (2008 – 2011)
- 2007** **Master Coach Supervisor**
Massachusetts School of Professional Psychology Executive Coaching Certificate Program, Newton, MA
- 2006-2007** **Faculty**
Co-taught Group Dynamics course in PsyD program (2006-2008)
- 2006** **Guest Lecturer**
Harvard College, “Executive Coaching” in Psychology of Leadership course, Cambridge, MA
- 2005** **Guest Lecturer**
Harvard College, “Post-merger Cultural Integration at Thomson Prometric”, in Applied Social Psychology course, Cambridge, MA
- 1991-1997** **Adjunct Assistant Professor**
Simmons College School of Social Work, Boston, MA
Taught courses in organizational theory, small group process, research theory and methods, women and authority, clinical practice and group dynamics
- 1996 - 2006** **Cambridge Center for Creative Enterprise, Cambridge, MA**
Critical Issues in Leadership Consultation; Leading from the Middle; Leadership in the New Team Paradigm; Women in Authority

Clinical

- 1974-Present** **Private Practice of Psychotherapy, Cambridge, MA**
Private practice psychotherapy and consultation for individuals, couples, families, and groups.
- 1973-1983** **Director, Psychological Services**
Lesley College, Cambridge, MA
Developed, delivered, and directed on-campus counseling services and consulted to faculty, administration, and residence staff on psychological issues. Provided consultation to the surrounding community.

NOTABLE LECTURES, PRESENTATIONS AND GROUP RELATIONS WORK

Faculty, "The Consultative Stance," CSGSS sponsored Three-day Small Study Group Consultation Training, Austin Riggs Center, Stockbridge, MA. Annually, 2012 - 2018.

Consulting Staff, "Leadership and Followership in Turbulent Times" Sponsored by CSGSS and AK Rice Institute, Head of the Large Study Group System, Connors Retreat Center, Five-day Residential, Dover, MA January 2018.

Associate Director, "Authority, Leadership and Role: Bringing Mind and Body to Work," Chicago Group Relations Conference, Loyola University Retreat and Ecology Campus, Woodstock, IL, June 21-25, 2017.

Consulting Staff, "*Leading our Transformation: A working conference in the Tavistock Tradition,*" Gordon Institute of Business Science (GIBS) sponsored by TILT (The Institute for Leadership and Transformation), Pretoria, South Africa, December 2016.

Director, "Meaning to Matter: A three-day Group Relations Conference in the Tavistock Tradition," sponsored by GREX (California) at the Mackey Center, Los Angeles, CA. September 2016.

Consulting Staff, Beijing Group Relations Conference, "*Authority & Leadership in Recovery from Mental Illness & Addiction,*" University of Chicago Center in Beijing, June 2016.

Consulting Staff, "Authority and Leadership in Recovery from Addiction," sponsored by the University of Chicago, Head of Small Study Group System; Beijing, China, May 26-29, 2016.

Consulting Staff, Hong Kong Group Relations Conference, "*Authority & Leadership in Recovery from Mental Illness & Addiction,*" University of Chicago Center in Hong Kong, May 2016.

Consulting Staff, "*Leadership, Authority & Adaptation: Group Relations in the Peruvian Amazon,*" A Five-day Non-Residential Group Relations Conference, sponsored by HOTA, San Juan, Iquitos, Peru. February 2016.

Associate Director, "Authority, Leadership and Organizational Life: Passion: Risk and Opportunity" Sponsored by CSGSS and AKRI, Head, Small Study Group System, Connors Retreat Center, Five-day Residential, Dover, MA January 2016

Associate Director, "*Creating Space for Immersion in Group Dynamics: An Experiential Group Relations Conference in the Tavistock Tradition,*" Los Angeles, September 2015

Consulting Staff, "*Authority, Role and Organization: Exploring Leadership and Accountability in a Globalized World,*" A Conference in the Tavistock Tradition sponsored by CSGSS, Dover, MA, January, 2015.

Consulting Staff, "Authority and Leadership in Recovery from Addiction," sponsored by the University of Chicago, Beijing, China, May 26-29, 2014.

Consulting Staff, "Authority and Leadership in Recovery from Addiction," sponsored by the University of Chicago, Hong Kong, May 18-22, 2014.

Consulting Staff, Weekend Group Relations Conference, Sponsored by Teacher's College, Columbia University, New York, April 2014.

Consulting Staff, *"Authority, Leadership and Accountability: Underneath the Surface,"* Five-day Residential Conference sponsored by CSGSS, Dover, MA, January 2014.

Consulting Staff, "Leadership, Authority & Trust: Role Design in Complex Systems", 7th International Group Relations Conference, Esan Business School, Lima, Peru, October 2013.

Consulting Staff, *"What Do I Stand For?"* Six-day international Group Relations conference sponsored by the A. K. Rice Institute and the Tavistock Institute, Dover, MA, June, 2013.

"On The Similarities Of Peace Of Mind And Peace In The Valley" with H. O'Doherty, published in the ***International Journal of Group Psychotherapy***. April 2013, Volume 63 No. 2, pp. 206-232.

Co-Director, Harvard Initiative for Teaching and Learning (HILT) Hauser Grant for Group Relations Conferences and Workshops. Directed 5 day-and-a-half workshops in the Tavistock tradition with staff of 5 for 60 graduate students from schools of government, education and public health, Two years: 2012, 2013.

Consulting Staff, *"Authority, Leadership and Organizational Life,"* Five-day group relations conference sponsored by the A.K. Rice Institute and CSGSS, Dover, MA, January, 2013 & 2014.

Consulting Staff, *"Authority, Leadership in Recovery from Addiction,"* Three-day group relations conference, Large Study Group Team, Chicago, IL, January 2012, 2013, 2014 (Team Lead).

Associate Director, *"Authority, Leadership and Organizational Life,"* Harvard Graduate School of Education EdLD Program Group Relations Conference, Small Study Group Team, Cambridge, MA, January, 2012.

Director, *"The Secret Lives of Groups,"* One-day group relations event co-sponsored by the Center for Public Leadership, Kennedy School of Government, Harvard University, and the Center for Public Health Leadership, School of Public Health, Harvard University, October, 2011.

Director, *"Leadership, Self, and System,"* One-day group relations event in Global Agents of Change, Six-day Executive Education Course, Kennedy School of Government, Harvard University, June, 2011.

Director, *"Authority, Leadership and Organizational Life,"* Harvard Graduate School of Education EdLD Program Three-Day Group Relations Conference, Cambridge, MA, January, 2011.

Guest Lecturer, *"Psychodynamic Management Consulting for Clinicians,"* Suffolk University, Psychology Department, June, 2011

Director, *"We | They | Us | Them: The Predicament of Joining with Others to Get Things Done,"* A Weekend Group Relations Conference in the Tavistock Tradition, Sponsored by the Center for the Study of Groups and Social Systems and Lesley University, Cambridge, MA, October 2010.

Faculty, *"The Median Group,"* Annual Conference, American Group Psychotherapy Association, San Diego, CA, February, 2010.

Director, *"When the Going Gets Tough: Leadership and Adaptation in the Worst of Times: A Weekend Group Relations Conference in the Tavistock Tradition,"* Sponsored by CSGSS and William James College, (formerly the Massachusetts School of Professional Psychology), Boston, MA, April 2009.

Faculty, "*Power and Projection in the Relationships between and among Groups*," Annual Conference, American Group Psychotherapy Association, Chicago, IL, February, 2009.

Faculty, Pre-conference Symposium, "*Large Study Group Consultancy Training*," A. K. Rice Institute Symposium, Chicago, IL, April, 2008.

Faculty, "*Passion, Power, and Politics Within and Between Groups*," Annual Conference, American Group Psychotherapy Association, San Francisco, CA, February, 2008.

Workshop, "*Your Organizational Role*," Cambridge Center for Adult Education, Cambridge, MA, with Gerard Fromm, PhD, Austen Riggs, Fall 2007, 2008.

Faculty/Consultant, "*The Tavistock Large Group*," Annual Conference, Northeastern Society for Group Psychotherapy, Wellesley College, Wellesley, MA, 2007, entitled, "Life Forces: Hope, Passion, and Spirituality," with Mary McRae, PhD, NYU (also in 2006 at conference entitled, "Strangers in a Strange Land: Exploring the Unknown" with Gerard Fromm, PhD, Austen Riggs, MA)

Convener, *The Large Group Imagine: Expression in the Service of Humanity, Moving Towards Forgiveness*, Lesley University, Cambridge, MA, April, 2007.

Guest lecturer, "*Executive Coaching*," Harvard College course entitled The Psychology of Leadership, Psychology Department, Instructor Tal Ben-Shahar, Spring, 2006.

Faculty, "*The Tavistock Small Group*" Special Interest Institute, Annual Conference, American Group Psychotherapy Association, San Francisco, CA, February, 2006.

Director, "*Certainty and Doubt; Living and Working in an Unpredictable World*," Annual Residential Group Relations Conferences sponsored by the Boston Affiliate of the A. K. Rice Institute for the Study of Groups and Social Systems, January, 2006.

Faculty, "*The Tavistock Small Group*," Special Interest Institute, Annual Conference, Northeastern Society for Group Psychotherapy Association, Boston, MA, June, 2005.

Guest lecturer, "*The Psychodynamic Approach to Leadership*," Harvard College, Personality and Organizations, Psychology Department, host Instructor Tal Ben-Shahar, April, 2005.

Guest lecturer, "*Post-merger Cultural Integration at Thomson Prometric*," Case presentation of cultural integration project for major international acquisition in a Fortune 500 company, Harvard College, Applied Social Psychology, Psychology Department, host Professor Philip J. Stone, April, 2005.

Director, "*Autonomy and Interdependence: The Exercise of Leadership and Authority in a Changing World*," Annual Residential Group Relations Conferences sponsored by the Boston Affiliate of the A. K. Rice Institute for the Study of Groups and Social Systems, January, 2005.

Panelist, "*The Arousal and Integration of Strong Affect*," Open Session, Annual Conference, American Group Psychotherapy Association, New York, NY, 2004.

Director, "*Trust and Betrayal: The Exercise of Leadership and Authority in an Insecure World*," Annual Residential Group Relations Conferences sponsored by the Boston Affiliate of the A. K. Rice Institute for the Study of Groups and Social Systems, January, 2004.

Workshop leader, "*Executive Coaching*," Massachusetts Psychological Association, Continuing

Education Program, Boston, MA, 2004.

Faculty, "*The Tavistock Small Group*" Special Interest Psychodynamic Institute, Annual Conference, American Group Psychotherapy Association, Boston, MA, 2001, New Orleans, 2002 and 2003.

Associate Director, "*Authority, Leadership and Succession*"; Annual Residential Group Relations Conferences sponsored by the Boston Affiliate of the A. K. Rice Institute for the Study of Groups and Social Systems, 2003.

Keynote speaker, "*Women's Leadership at Goldman Sachs: A Coach's Eye View*" Presentation to the Women's Network; Goldman Sachs, April, 2003.

Keynote speaker, "*Trauma and Recovery*," Presentation to the Thomson Corporation Executive Committee on the Loss of 11 Employees on 9/11. New York, 2002. (Presentation later repeated for Executive Committees of Thomson Market Groups and the United States 911 Commission, 2002.

Faculty, "*Process Consultation: Using Group Therapy Skills in Organizations*" American Group Psychotherapy Annual Conference, Los Angeles, CA, 2000.

Faculty, "*The Tavistock Small Group*," Special Interest Psychodynamic Institute, Annual Conference, Northeastern Society for Group Psychotherapy, Boston, MA 1999.

Panelist, "*Avoiding a Civil Action: Resolving Internal and External Business Disputes Without Litigation*," panelist for Women's Business Forum, sponsored by Mintz Levin Cohn Ferris Glovsky and Popeo, Boston, MA, 1999.

Faculty, "*Direct Communication: Giving and Receiving Feedback*" Wellesley College, Wellesley, MA, 1999.

Workshop presenter, "*Transitioning to Private Practice*" orientation workshop for first year associates, Choate, Hall and Stewart, Boston, MA, 1998.

Panelist, "*Going Public: Therapists as Organizational Consultants*," Cambridge Center for Creative Enterprise, Boston, MA, 1998

Presenter, "*Interviewing Skills and Hiring Workshop*," presentation to hiring committee, Brown Rudnick Freed & Gesmer, 1988.

Faculty, "*Group Processes in Organizations*" presented to the Northern Ireland Group Dynamics Conference, Belfast, Ireland 1998.

Workshop presenter, "*Managing Change*," Center for Training and Development, Harvard University, Boston, MA, 1998.

Guest speaker, "*The Use and Abuse of Influence*," Professional Development Series, Harvard Medical School, Boston, MA, 1998.

Guest speaker, "*She Who Hesitates Is Lost: The Push/Pull of Power for Women in the Workplace*," The Boston Club Roundtable Luncheon Speaker Series, Boston, MA 1998

Guest speaker, "*Adaptive Leadership in the Changing Organization*," Professional Development Series, Harvard Medical School, Boston, MA, 1997.

Keynote speaker, *"Women and Power: Where Are We Now?"* Keynote speaker for series on Women and Power, Boston Club, Roundtable Luncheon Speaker Series, Boston, MA 1997

Convener, *"Power, Projection and Partnership,"* Annual Conference, Northeastern Society for Group Psychotherapy, Boston, MA, 1997.

Faculty, *"How Groups Make a Difference"* workshop faculty, Continuing Education Program Simmons College School of Social Work, Boston, MA, 1997.

Guest speaker, *"Critical Issues in Leadership Consultation: Understanding Authority,"* Cambridge Center for Creative Enterprise, Cambridge, MA 1997

Guest speaker, *"Women in Authority,"* Cambridge Center for Creative Enterprise, Cambridge, MA, 1997.

Guest speaker, *"Leading from the Middle: Leadership in the New Team Paradigm,"* Cambridge Center for Creative Enterprise, Cambridge, MA, 1997.

Guest speaker, *"The Dilemmas of Seeking a Fair Share: Not More and Not Less,"* Justice and Fairness in the Family Business, Annual Rhode Island Family Business Conference, The Institute for Family Enterprise at Bryant College, Smithfield, RI, 1996.

Faculty, *"Women, Authority and Leadership: The Territory Ahead,"* Simmons Institute for Leadership and Change, Simmons Graduate School of Management, Boston, MA, 1996.

Consulting Staff, *"Authority, Leadership and Organizational Life,"* Served as staff/consultant to numerous A.K. Rice conferences concerning issues of authority and leadership in groups and larger systems, 1994-present.

PROFESSIONAL MEMBERSHIPS AND APPOINTED POSITIONS

A.K. Rice Institute

American Group Psychotherapy Association; Certified Group Therapist

Center for the Study of Groups and Social Systems (CSGSS), The Boston Center of the A.K. Rice Institute, Board of Directors 1996-2002; President 1999-2001

Family Firm Institute – Editorial Board of the Case Series Project, 2006-2008

International Society for the Psychoanalytic Study of Organizations

National Association of Social Workers, LICSW, ACSW, BCD

Northeastern Society for Group Psychotherapy

Organization Development Network – Greater Boston Chapter

