

Joshua N. Weiss, Ph.D.

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EDUCATION

Doctor of Philosophy, Conflict Analysis and Resolution May 2002
Institute for Conflict Analysis and Resolution (ICAR)
George Mason University
Fairfax, VA

Master of Arts, International Politics May 1995
The American University
Washington, DC

Bachelor of Arts, History May 1991
Syracuse University
Syracuse, NY

WORK EXPERIENCE

Co-Founder Global Negotiation Initiative September 2001 - Current
Program on Negotiation at Harvard Law School
Co-Founder with Dr. William Ury

- Engage in international mediation and negotiation work on a number of conflicts, including Bosnia Herzegovina, Sri Lanka, Zimbabwe, and various processes in the Middle East
- Oversee development of multiple projects and manage staff related to those projects
- Conduct trainings and workshop both domestically and abroad
- Develop teaching and training material related to international mediation and negotiation
- Research and write articles on international mediation and negotiation

Director, Master of Science in Leadership and Negotiation January 2014 – Current
Bay Path University

- Created new master's degree program focusing specifically on Leadership and Negotiation
- Developed full curriculum and shepherded the process through accreditation
- Program is entirely based online and uses state of the art technology to deliver content
- Engaged in marketing and recruitment efforts to attract new students
- Teaching in the program as well as screening and hiring all adjunct faculty

Senior Fellow January 2011 – Current

Harvard Negotiation Project

- Engage in teaching and training for the negotiation project
- Conduct research on various topics related to negotiation

Senior Trainer

January 2005 – Current

William Ury Associates

Negotiation Training Company

- Conducted negotiation, alternative dispute resolution, and conflict management trainings around the world for Governments, Fortune 500 companies, Universities, and International Organizations
- Designed customized approaches to training, assessment, and conflict coaching
 - Established negotiation networks within various companies that included traditional templates and tools as well as the use of new media (podcasts, audiobooks, eBooks)
 - Designed and developed online and virtual training and consulting sessions

President

April 2012 – Current

Negotiation Works, Inc.

- Conduct negotiation and conflict management training for Fortune 500 companies, organizations, and governments
- Provide coaching and other consultative services to clients involved in negotiation and processes for dealing with conflict
- See list under consultancy for clients

Managing Director/Interim Executive Director

December 2003 – March 2013

Abraham Path Initiative, Harvard University

- Engage in diplomatic efforts in multiple countries across the Middle East
- Oversee and manage a staff of 25 people
- Involvement in fundraising for project
- Lead partnership efforts and served as primary point of contact for all country teams

CONSULTANCY EXPERIENCE

Clients include:

American Association of Architects
African Union
Bureau of Rehabilitation Services, State of Connecticut
Caliper Life Sciences
Camp, Dresser, McKee and Smith Engineering Consultants
Canadian Government and Canada School of Public Service
Cell Signaling Technology
Cengage Learning
Centre for Humanitarian Dialogue
Christie's Art Dealer
Conservation International
Deloitte
Fidelity Investments
Fifth Third Bank
Genzyme

S.E.I. Greenfeet, Inc.
Harvard University
Houghton Mifflin Harcourt Publishing Company
Massachusetts State Court System
Microsoft
Novellus
Simmons College
United Nations (UNDP, UNITAR, and UNAOC)
United States Government (US State Department, Federal Emergency Management Agency, Department of Defense, and Transportation Security Administration)
World Vision International
Xerox Corporation
Yale University Medical School

Consultancy work includes:

Negotiation Training
Mediation Training
Conflict Analysis, Management, and Resolution Training, Coaching and Advising
Leadership Training and Coaching
Alternative Dispute Resolution training, assessment, and advising
Online teaching – synchronous, asynchronous, and hybrid courses
Webinars

TEACHING EXPERIENCE

Assistant Professor 2014-Current
Bay Path University

Adjunct Faculty Positions held at the following Universities: 1997 to Present
Harvard University
Massachusetts Institute of Technology
University of Massachusetts, Boston
University of Massachusetts, Amherst
Clark University
Simmons College
George Mason University
University of Colorado at Denver
University of California at Irvine

PUBLICATIONS

Books

- **The Book of Real -World Negotiations: Successful strategies from Business, Government, and Daily Life.** Wiley Press, Hoboken, NJ. August 2020
- With G. Relyea **Phony Friends, Besties Again: The Continuing Adventures of Chickie and Emo.** Resolution Press, San Diego, CA. June 2019
- With G. Relyea **Bullied At The Watering Hole: The Continuing Adventures of Chickie and Emo.** Resolution Press, San Diego, CA. December 2018

- With G. Relyea **Trouble At The Watering Hole: The Adventures of Chickie and Emo.** Resolution Press, San Diego, CA. April 2017
- Weiss, J. **The Negotiator in You: Sales.** AudioGo. BBC audio book division in the United States. 2013. (Audiobook and ebook)
- Weiss, J. **The Negotiator in You.** HRD Press. July 2013
- Weiss, J. **The Negotiator in You: At Work.** AudioGo. BBC audio book division in the United States. 2012. (Audiobook and ebook)
- Weiss, J. **The Negotiator in You: At Home.** AudioGo. BBC audio book division in the United States. 2012. (Audiobook and ebook)
- Weiss, J. **The Negotiator in You: Sales.** AudioGo. BBC audio book division in the United States. 2012. (Audiobook and ebook)
- Weiss, J. **Which way forward?: Mediator Sequencing Strategies in Intractable Communal Conflicts.** VDM Verlag Publishers, 2008
- Weiss, J. **You Didn't Just Say That: Quotes, Quips and Proverbs When Dealing in the World of Conflict and Negotiation.** Program on Negotiation Books. 2006
- Weiss, J. Ed. **When Spider Webs Unite: Five Case Studies of the Third Side in Action.** Cambridge, MA: Program on Negotiation Books. 2002
- Dissertation. **Which way forward?: Mediator Sequencing Strategies in Intractable Communal Conflicts.** Available on-line at Dissertation Abstracts
- **Culture and Negotiation: A Select Annotated Bibliography.** Cambridge, MA: Program on Negotiation. Spring 1997
- With Heen, S., Eds. **The Winter Negotiation Workshop Handbook.** Cambridge, MA: Program on Negotiation. Winter 1996

Articles and Chapters

- Weiss, J. "Top tips for achieving success when negotiating cross culturally." **Association of MBAs.** December 2020.
- Weiss, J. "How to use Stories to Become a Better Negotiator" **Bytestart.** November 2020
- Weiss, J. "To Succeed in a Negotiation, Help Your Counterpart Save face." **Harvard Business Review.** October 1, 2020.
- Weiss, J. "Creative Approach to Negotiation." **The Smart Manager.** May-June 2018. 16-18
- Weiss, J. "Connecting the Dots: The Nexus Between Leadership and Negotiation." **Negotiation Journal.** 34 (2). April 2018. 207-213
- Weiss, J. "On Its Head: Teaching Negotiation in a Flipped Classroom." **Program on Negotiation Blog Publication.** April 18, 2016
- With Sebenius, J. "Negotiating the Path of Abraham." **Harvard Business School Case Study.** Harvard Business School, Cambridge, MA. November 2015. B case
- Weiss, J. "From Aristotle to Sadat: A short strategic persuasion framework for negotiators." **Negotiation Journal.** 31 (3). July 2015. 211-222
- Weiss, J. "Negotiating skills to get ahead in your career." In **7 Skills to Catapult Your Career.** Blackstone Audio, Inc. 2013
- Weiss, J. "Abraham's Path: The Path of a Thousand Negotiations." In Allen Nan, Mampilly, and Bartoli, Editors. **Peacemaking: From Practice to Theory.** Praeger Press, Santa Barbara, CA. 2012. Volume 2. 529-544
- With Sebenius, J. and Leary, K. "Negotiating the Path of Abraham." **Harvard Business School Case Study.** Harvard Business School, Cambridge, MA. December 2011. A case
- With Hancock, L. and Duerr, G. "Prospect Theory and the Framing of the Good Friday Agreement." **Conflict Resolution Quarterly.** Volume 28, number 2, January 2011

- With Hancock, L. "Prospect Theory and the Failure to Sell the Oslo Accords." **Peace & Change: A Journal of Peace Research**. Volume 36, Number 3, July 2011. 427-452
- "A View Through the Bubble: Some Insights from Teaching Negotiation On-line." **Negotiation Journal**. 21 (1), January, 2005. 71-83
- "Framing GABI as GRIT in the Middle East." **Conflict Resolution Newsletter**. www.mediate.com. July, 2004
- "A New Precedent with Paradigmatic Importance: The Geneva Accords." **Conflict Resolution Newsletter**. www.mediate.com. December, 2003
- With Rosenberg, S. "Sequencing Strategy and Tactics." In Burgess, G. and H. Burgess. 2003. **Beyond Intractability**. University of Colorado at Boulder
- "Incrementaled to Death: Peacemaking in the Middle East." **Conflict Resolution Newsletter**. www.mediate.com. August, 2003
- "Trajectories Toward Peace: Mediator Sequencing Strategies in Intractable Communal Conflicts." **Negotiation Journal**. 19 (2), April 2003. 109-115
- "Why Negotiation has Gotten a Bad Name." **Conflict Resolution Newsletter**. www.mediate.com. March, 2003
- "Tuzla, The Third Side, and the Bosnian War." In Weiss, J., Ed. **When Spider Webs Unite: Five Case Studies of the Third Side in Action**. Cambridge, MA: Program on Negotiation Books. 2002
- With d'Estree, Fast, and Jakobsen, "Changing the Debate about "Success" in Conflict Resolution Efforts." **Negotiation Journal**. 17 (2), April 2001. 101-114
- With Hancock, L. and V. Perry. "A Skeletal Solution to an Enigmatic Puzzle: A Framework for Intervening to Prevent Violent Ethno-Identity Conflicts." **CASID Connection**. Michigan State University. 16, 1, 2000. PP. 38-58
- With Hancock, L. "The Conflict Within." **Online Journal of Peace and Conflict Resolution**. 2,2, 1999
- "A Tyrian Dilemma: Guarantors in Peace Agreements." **Journal of Civil Wars**. 1, 4, 1998. PP. 69-89
- "A Disastrous Balancing Act: The Beginning of Cambodia's Misery." **Online Journal of Peace and Conflict Resolution**. 1, 1, 1998
- "Resurrecting Peacekeeping in Bosnia." IAPTC Peacekeeping Newsletter. 1, 5, Winter 1998. P. 8
- With d'Estrée, T.P. **Final report to Tucson Community Foundation: Rockefeller-funded projects in community conflict resolution**. 1998
- "Exhibit Understanding, Empathy, and Then Clarify the Situation." **Negotiation Journal**. 13, 4, 1997. PP. 322-323
- "Learning from Saddam Hussein: Lessons for the Future of Nuclear Non-proliferation." **Swords and Ploughshares: A Journal of Foreign Affairs**. 41, 1994. PP. 5-16

Blogs and Podcast

- Current blog on the nexus between Leadership and Negotiation <http://bpumln.blogspot.com/>
- In 2004, created **Negotiation Tip of the Week (NTOW) Podcast** that includes approximately 150 episodes. NTOW was in the iTunes top 100 Business Podcasts from 2006 to 2008

Working papers

- "Multiple Identities Problem in Negotiation: The Shifting/Trumping/Individual Context (STIC) Theory." **Institute for Conflict Analysis and Resolution Working Paper**. April 2000

- “The Third Side: A Pedagogical Accompaniment.” College Version. **Program On Negotiation Working Paper.** Winter 2000
- “The Third Side: A Pedagogical Accompaniment.” High School Version. **Program On Negotiation Working Paper.** Winter 2000
- "Broaching the Multiple Identities Problem in Negotiation: The Shifting/Trumping/Individual Context (STIC) Theory." **Institute for Conflict Analysis and Resolution Working Paper.** 2000
- "Tyr's Conundrum: Guarantors in Peace Agreements." **Institute for Conflict Analysis and Resolution Working Paper.** April 1999

Negotiation Simulations

- With Blancke, and Shin, "Sanford High Race Riot: A Simulation." In Ury, W., Ed. **Must We Fight: From the Schoolyard to the Battlefield.** Jossey Bass. September. 2001
- "The Powergraphics problem." **Program on Negotiation Case Simulation.** Cambridge, MA. Program on Negotiation, 1996

AFFILIATIONS

- Ted X Speaker, Springfield, MA
- United Nations, Global Expert
- United Nations Mediation Team, Specialist
- Negotiation Pedagogy Group member, Program on Negotiation at Harvard Law School
- The Abraham Path Initiative, Board of Directors
- World Affairs Council of Western Massachusetts, Board of Directors
- Center of Excellence for Women in STEM at Bay Path University, Steering Committee