

Gregory Hennessy

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ACADEMIC POSITIONS

- University of Oregon Eugene OR**
Lundquist College of Business
2025 – *Associate Teaching Professor of Management*
2024 – 2025 *Senior Instructor of Management*
2021 – 2024 *Instructor of Management*
- 2009 – **The Wharton School, University of Pennsylvania Philadelphia PA**
Wharton Teamwork & Leadership Simulation
Business Simulation Expert
- 2016 – 2021 **University of La Verne La Verne CA**
College of Public and Business Management
Senior Adjunct Instructor
- 2015 – 2019 **Claremont Graduate University Claremont CA**
Division of Behavioral and Organizational Science
Teaching Assistant
- 2010 – 2014 **University of Southern California Los Angeles CA**
Viterbi School of Engineering
Sonny Astani Department of Civil and Environmental Engineering
Guest Lecturer
- 2006 – 2009 **Saint Edward's University Austin TX**
The Bill Munday School of Business
Adjunct Professor of Management
- 2005 – 2009 **Austin Community College Austin TX**
Departments of Economics and Management
Adjunct Assistant Professor of Economics and Management
- 1990 – 1991 **Houston Community College Houston TX**
Department of Economics
Adjunct Professor of Economics

EDUCATION

- 2023 **Claremont Graduate University Claremont CA**
Division of Behavioral & Organizational Sciences
Ph.D. Organizational Psychology (Strategic Management)
Dissertation Topic: *The assessment of founder characteristics in investment decisions*

- 1993 **Massachusetts Institute of Technology** Cambridge MA
 Sloan School of Management
 M.S. Management - M.B.A. equivalent (System Dynamics and Applied Economics)
 Thesis: *Strategy drift: A management flight simulator*
- 1989 **California Institute of Technology** Pasadena CA
 Division of Humanities and Social Sciences
 M.S. Social Science (Microeconomic Theory, Econometrics, and Political Science)
- 1987 **University of Houston** Houston TX
 University Honors Program; Department of Economics
 B.S. Economics (Minor: Mathematics)
 Thesis: *Forecasting and rational expectations*

PROFESSIONAL EXPERIENCE

- Various* **Independent Consultant** various locations
since 2004 Strategy and Organizational Development
- 2010 – 2013 **/forio** San Francisco CA
 Consultant & Simulation Development Leader
- 2007 – 2008 **McKinsey & Company** Cleveland OH
 Professional Development Manager
- 2002 – 2004 **Speed Circuit Training Associates LLC** Waltham MA
 Founder & Managing Partner
- 1999 – 2002 **McKinsey & Company** Boston MA
 Engagement Manager
- 1998 – 1999 **Shell Oil (USA)** Houston TX
 Advisor to Learning and Transformation Services Team & Learning Center Faculty
- 1996 – 1998 **Dynamic Strategies** Cambridge MA
 Founder
- 1995 – 1996 **GKA Incorporated** Cambridge MA
 Associate
- 1993 – 1995 **Monitor Company (now Monitor Deloitte)** Cambridge MA
 Consultant
- 1989 – 1991 **Reliant Energy** Houston TX
 Houston Lighting & Power: Corporate Planning Department, Staff Planner
 Utility Fuels, Inc.: Marketing and Leasing Planner

PUBLICATIONS

- Forthcoming (2025) *Greening the Built Environment: Systems Thinking for Sustainability*. With Albright, J. & Maby, E. (eds.). Editor of systems thinking / system dynamics chapters. Author of select chapters on systems thinking and system dynamics. Cambridge University Press.
- 2021 **Career Decision Making**. In *Handbook of Research Methods in Careers*, Murphy, W. & Tosti-Kharas, J. (eds.). Edward Elgar. With Jeffrey Yip.
- 2016 **The CGU Positive Business Challenge**. *Positive Work and Organizations: Research and Practice*, Issue 2, July 2016. With Jeffrey Yip.
- 2015 **India's Aadhaar Project: The Unprecedented and Unique Partnership for Inclusion**. *Journal of Administrative Science*, 12(1). With Roger Chin & Toby Madubuko.
- 2010 **When Change Happens Suddenly, Dramatically, and Mercilessly**. *The Systems Thinker*, 21(4), May 2010.
<https://thesystemsthinker.com/%ef%bb%bfwhen-change-happens-suddenly-dramatically-and-mercilessly/>
- 2008 **Black-Belt Mastery of Mental Models**. *The Systems Thinker*, vol. 19.
<https://thesystemsthinker.com/black-belt-mastery-of-mental-models/>
- 2004 **Scenarios of the Future: The Urgent Case for Sustainability**. *The Systems Thinker*, 15(8), October 2004.
<https://thesystemsthinker.com/scenarios-of-the-future-the-urgent-case-for-sustainability/>
- 2004 **Rising from the Ashes of Digital**. *The Systems Thinker*, 15(4), May 2004.
<https://thesystemsthinker.com/rising-from-the-ashes-of-digital/>
- 1999 **The Organizational Uncertainty Principle**. *The Systems Thinker*, 9(10), January 1999.
- 1997 **Modeling “Soft” Variables**. *The Systems Thinker*, 8(7), September 1997.
<https://thesystemsthinker.com/modeling-soft-variables/>
- 1996 **Clarifying Variables: Actual, Perceived and Desired**. *The Systems Thinker*, 7(5), June/July 1996. With Jorge Latre.
<https://thesystemsthinker.com/clarifying-variables-actual-perceived-and-desired/>
- 1996 **From Spreadsheets to System Dynamics Models**. *The Systems Thinker*, 7(2), March 1996.
<https://thesystemsthinker.com/from-spreadsheets-to-system-dynamics-models/>
- 1995 **Charting a Corporate Learning Strategy**. *The Systems Thinker*, 6(10), December 1995. With Marilyn Darling.
<https://thesystemsthinker.com/charting-a-corporate-learning-strategy/>

RESEARCH EXPERIENCE AND INTERESTS

- Since 2024 **Leadership: Systems Thinking, Sustainability and Organizational Dynamics.** *With Claire Hennessy.* Applying systems thinking and system dynamics to organizational strategy, sustainability, and leadership development.
- Literature and Leadership.** *With Claire Hennessy.* Exploring how works of literature can serve as laboratories for leadership theory, revealing adaptive, complexity, and servant leadership dynamics through richly detailed narratives of moral choice, change, and interdependence.
- Since 2018 **Positive Entrepreneurship.** Applying principles from positive psychology to support and enhance the well-being, resilience, and performance of founders during the challenging start-up phase of ventures. This focus includes studying how positive emotions, strengths-based approaches, and mental well-being strategies can contribute to entrepreneurial success and sustainability in the early stages of business development.
- Since 2016 **The Interrelationship Between Leadership Traits and Organizational Culture: Impacts on Bias and Performance.** Claremont Graduate University; School of Social Science, Policy and Evaluation; Advisor: Jeffrey Yip.
- 2015–2016 **Character and Principle-Driven Strategic Leadership.** Claremont Graduate University; School of Social Science, Policy and Evaluation.
- 2015 **From Field Acceptance to Societal Acceptance: An Application of the Systems Theory of Creativity.** Claremont Graduate University; School of Social Science, Policy and Evaluation; Advisor: Mihaly Csikszentmihalyi.
- 2014-2015 **Compassion and Leadership.** Claremont Graduate University; School of Social Science, Policy and Evaluation.
- 2014–2016 **Communicating Purpose: Differential Impacts of Purpose-Driven Communication.** Claremont Graduate University; School of Social Science, Policy and Evaluation; Advisors: Paul Zak and Michelle Bligh.
- 2014–2016 **Organizational Affiliation and Daily Experience: An Experience Sampling Investigation of the Impact of Organizational Culture.** Claremont Graduate University; School of Social Science, Policy and Evaluation; Advisors: Mihaly Csikszentmihalyi and Jeanne Nakamura.
- 1992–1993 **Strategy Drift: A Management Flight Simulator.** Massachusetts Institute of Technology; Sloan School of Management; Master's Thesis. Committee: Fred Kofman and John Sterman.
- 1986–1987 **Forecasting and Rational Expectations.** University of Houston; Department of Economics; Bachelor's Thesis. Committee: John Kagel and Dan Levin.

CONFERENCE PAPERS AND PRESENTATIONS

- 2023 **Assessment of founders in investment decisions.** *The Eighth World Congress of the International Positive Psychology Association.*

- 2020 **Career uncertainty and decision making: a real options perspective.** *Academy of Management Proceedings*, 2020(1), 15323–15323. With Jeffrey Yip.
<https://doi.org/10.5465/AMBPP.2020.15323abstract>
- 2016 **Rethinking engagement at work.** *Academy of Management Proceedings*, 2016(1), 15382–15382. With Jeffrey Yip & Jim Harter.
<https://doi.org/10.5465/ambpp.2016.15382symposium>
- 2015 **Organizational Affiliation and Daily Experience.** *The Fourth World Congress of the International Positive Psychology Association.*
- 2011 **Economic Dynamics for Smarter Cities** with Justin Cook, Michael Bean and Katherine Dykes. *The International System Dynamics Conference.*
- 1998 **Finding Leverage Points in Complex Systems.** *The Systems Thinking in Action Conference.*
- 1998 **The Economics of Disequilibrium.** National Association for Business Economics, Houston Chapter.
- 1998 **Strategic Conversations.** The Strategic Leadership Forum, Detroit Chapter.
- 1997 **Modeling for Learning: Perspectives on the “Why, When and How” of System Dynamics** with Don Seville. *The Systems Thinking in Action Conference.*
- 1997 **Stock and Flow Clinic.** Workshop at *the Power of Systems Thinking Conference.*
- 1996 **Integrating Systems Thinking and Scenario Planning** with Peter Genta and Truett Enloe. *The International System Dynamics Conference.*
- 1996 **Integrating Systems Thinking and Scenario Planning** with Peter Genta and Truett Enloe. *The Power of Systems Thinking Conference.*
- 1996 **Modeling for Learning: Perspectives on the “Why, When and How” of System Dynamics** with Don Seville. *The Power of Systems Thinking Conference.*
- 1996 **Charting a Corporate Learning Strategy** with Marilyn Darling. *The Systems Thinking in Action Conference.*
- 1994 **Competitive Simulations: Introducing Corporations to Organizational Learning.** *The International System Dynamics Conference.*
- 1993 **Simulating Strategic Drift.** *SIMTEC '93: International Simulation Technology Conference.*

TEACHING EXPERIENCE

Undergraduate

University of Oregon

Business Strategy & Planning

Launching New Ventures

Leadership & Communication

Other Colleges and Universities

Business Statistics: *Austin Community College; St. Edward's University; University of La Verne*

Introduction to Business: *Austin Community College*

Introduction to Macroeconomics: *Austin Community College*

Introduction to Microeconomics: *Austin Community College; Houston Community College; University of La Verne*

Senior Business Seminar: *University of La Verne*

MBA

Graduate Business Seminar: *University of La Verne*

Seminar in Organizational Theory and Behavior: *University of La Verne*

Executive/Experienced MBA & Advanced Certificate Programs

Advanced Topics in Business Strategy: *University of La Verne in association with The International Business School of the Americas*

Designing Effective Organizations: *University of La Verne*

Strategic Management: *University of La Verne*

Other Graduate Programs

Leading Strategy: *St. Edward's University, Master of Science in Organizational Leadership and Ethics Program*

Sustainable Infrastructure Systems: *University of Southern California, Green Engineering Master's Program*

Graduate Level as a Teaching Assistant

Creativity and Innovation: *CGU (TA for Mihaly Csikszentmihalyi)*

Foundations of Positive Psychology: *CGU (TA for M. Csikszentmihalyi & Jeanne Nakamura)*

Jobs, Careers, Calling: *CGU (TA for Jeffrey Yip)*

Organizational Behavior: *CGU (TA for Rebecca Reichard)*

Organizational Development and Change: *CGU (TA for Maritza Salazar)*

Positive Organizational Psychology: *CGU (TA for Jeffrey Yip)*

Strategic Uses of Government: *MIT Sloan (TA for Richard Schmalensee)*

Talent Management: *CGU (TA for Jeffrey Yip)*

Executive Education, Professional Development, and Problem-Solving Workshops

Facilitated more than 100 training sessions spanning a broad range of participants, from CEOs to supervisors and front-line employees. Designed, developed, and delivered numerous programs covering and integrating strategy, organizational behavior, and complex social system theory.

Basic Consulting Readiness: *McKinsey & Company*

Business Dynamics: *McKinsey & Company*

Change Management: *Speed Circuit Training Associates*

Consulting Applications of System Dynamics: *MIT Sloan School of Management*

Facilitating Systems Thinking: *Shell Learning Center*

Introduction to Business Dynamics: *Shell Learning Center*

Service Quality Strategies: *Dynamic Strategies*

Strategic Conversations: *Dynamic Strategies*

Strategy and Competition: *Speed Circuit Training Associates*

Strategy Dynamics: *McKinsey & Co.*

Strategy Engagement Manager Training: *McKinsey & Co.*

Systems Thinking Basics: *Shell Learning Center*

Systems Thinking Applied to Business: *Shell Learning Center*

Team Effectiveness: *Speed Circuit Training Associates*

SIMULATION FACILITATION EXPERIENCE

Capstone & CompXM

Delivered at: University of La Verne

Change Management Simulation: Power and Influence V2

Delivered at: University of La Verne; Claremont Graduate University

CleanStart: Simulating a Clean Energy Startup

Delivered at: University of La Verne; University of Oregon

Leadership and Teamwork: Everest

Delivered at: University of Oregon, University of La Verne, clients, conference

Platform Wars: Simulating the Battle for Video Game Supremacy

Delivered at: University of La Verne

Project Management: Scope, Resources, Schedule

Delivered at: University of La Verne, clients

Salt Seller: A Commodity Pricing Simulation

Delivered at: University of La Verne; St. Edward's University

Wharton Teamwork and Leadership Simulation

Delivered at: The Wharton School of the University of Pennsylvania

PROFESSIONAL DEVELOPMENT

- 2020 PQ (Positive Intelligence) Coaching
Shirzad Charmin, Positive Intelligence, Inc. and Stanford University
Online
- 2016 OB: Halfway There
OB Doctoral Student PDW: Building your Academic Career
Academy of Management, Anaheim, CA
- 2015 Quasi-Experimental Methods
Claremont Graduate University
- 2013 Introduction to Positive Psychology Research & Evaluation
Claremont Graduate University
- 2013 Introduction to Qualitative Research Methods
Claremont Graduate University
- 2013 Introduction to Program Design
Claremont Graduate University
- 2000 Introductory Leadership Workshop
McKinsey & Company
- 1999 Basic Consulting Readiness
McKinsey & Company

UNIVERSITY OF OREGON SERVICE**Lundquist College of Business**

- 2025 – Assessment of Learning Faculty Lead
- 2024 Process Coordinator: Peer Review of Teaching revision
- 2024 – 2025 Faculty Advisor: Case Competition Team
- 2024 – 2025 Faculty Advisor: Sales Club
- 2022 – Peer-Reviewer (Teaching Evaluations)

Department of Management

- 2025 – Course Coordinator: Business Strategy & Planning (BA 453)
- 2021 – 2023 Course Coordinator: Launching New Ventures (MGMT 335)

PROFESSIONAL SERVICE**Academy of Management**

- Since 2015 Reviewer for annual meeting
- 2015 Annual Meeting, Paper Session Chair: Stakeholder Management and CSR,
- 2016 Vancouver, BC.
- Annual Meeting, Symposium Organizer: Rethinking Employee Engagement, Anaheim, CA

International Positive Psychology AssociationWork and Organizations Division

- 2019 - 2021 Past-President
- 2018 – 2019 President
- 2016 – 2018 President-Elect
- 2014 – 2016 Division Secretary
- 5th World Congress Montreal, QC, Canada
- 2017 Organizer & Chair: Positive Organizational Intervention Challenge
- 2017 Session Chair: Individual Podium Presentations: Work & Organizations
- 2017 Discussion Leader: The Future of Work and Organizations in Positive Psychology

Journal of Happiness Studies

- 2025 Reviewer

System Dynamics Society

- 2024 University Innovation Team
- 2022 Reviewer for the System Dynamics Review
- Since 1993 Reviewer for annual International System Dynamics Conference
- 1994 Annual Meeting, Paper Session Chair, Sterling, Scotland, UK

AFFILIATIONS

Since 2015 Academy of Management
 Since 2013 International Positive Psychology Association
 Since 1993 System Dynamics Society
 2015-2016 Society for Industrial and Organizational Psychology

HONORS AND AWARDS

University of Oregon, Lundquist College of Business

2022-23 Excellence in Undergraduate Teaching Award

International Positive Psychology Association

2015 Scholarship Award

Claremont Graduate University

2015 Dean's Travel Award (2015)
 2014 – 2015 Fletcher Jones Foundations Fellowship (2014 – 2015)
 2013 – 2015 DBOS Fellowship (2013 – 2015)
 2013 – 2015 Dean's Fellowship (2013 – 2015)

University of Houston, Houston TX

1987 University Honors
 1987 Honors in Economics
 1987 Social Science Scholar
 1985 – 1987 Dean's Honor List
 1983 – 1987 Cullen Leadership Scholarship

REFERENCES

Michelle C. Bligh, PhD

Dissertation Committee Chair

Interim President

Professor of Organizational Behavior

Claremont Graduate University

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123 East Eighth Street

Claremont, CA 91711

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Adam Grant, PhD

Saul P. Steinberg Professor of Management
Professor of Psychology
University of Pennsylvania
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<https://mgmt.wharton.upenn.edu/profile/grantad/>

Nancy Rothbard, PhD

David Pottruck Professor, Professor of Management
Deputy Dean, The Wharton School
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Jeffrey Yip, PhD

Dissertation Committee
Associate Professor of Management & Organizational Studies
Segal Graduate School
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<https://www.sfu.ca/beedie/about/faculty-staff-directory/profile.html?name=JeffreyYip>

Paul J. Zak, PhD

University Professor
Director, Center for Neuroeconomics Studies
Claremont Graduate University
Harper East 208
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