

# Gregory Hennessy

1431 John Day Drive #101, Eugene, OR 97408

(415) 743-0237 • ghenness@uoregon.edu

## ACADEMIC POSITIONS

Since 2021 **University of Oregon** Eugene OR

Lundquist College of Business

*Instructor of Management*

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*

2009 – 2021 **The Wharton School, University of Pennsylvania** Philadelphia PA

Wharton Teamwork & Leadership Simulation

*Business Simulation Expert*

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*

## PROFESSIONAL EXPERIENCE

Since 2022 **Venture Performance Partners** Eugene OR

Strategy and Organizational Consulting to Early-Stage Ventures

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

## EDUCATION

- 2023 **Claremont Graduate University** Claremont CA  
(Expected) Division of Behavioral & Organizational Sciences  
Ph.D. Organizational Psychology (Entrepreneurship & Strategic Management)  
*Dissertation Topic: The role 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*

---

**PUBLICATIONS**

- In progress **Sustainable Infrastructure Systems.** Albright, J. & Maby, E. (eds.).  
Chapters to be determined.
- In submission **Founder Assessment Criteria in Venture Capital Investment Decisions: A Review and Look Ahead.**
- 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 2018 **Human Factors Selection Criteria in Venture Capital Investment Decisions.** Claremont Graduate University; School of Social Science, Policy and Evaluation.
- 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.
- Since 2015 **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

- 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

### **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*  
 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*

### **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*

### **MBA Program**

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

### **Other Graduate Programs**

Leading Strategy: *St. Edward's University, MSOLE Program*  
 Sustainable Infrastructure Systems: *University of Southern California (Guest Lecturer)*

### **Undergraduate**

Business Strategy & Planning: *University of Oregon*  
 Launching  
 Senior Business Seminar: *University of La Verne*  
 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*

### **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)*

---

## SIMULATION FACILITATION EXPERIENCE

### **Wharton Teamwork and Leadership Simulation**

*Developed by: Sigal Barsade & Nancy Rothbard, The Wharton School; /forio*

*Delivered at: The Wharton School of the University of Pennsylvania*

Before fall classes start, entering MBA students at Wharton spend a week full-time in MGMT 610: Foundations of Teamwork and Leadership. The Wharton Teamwork and Leadership Simulation serves as the context for the course lessons and as a shared first experience for student learning teams. In teams that will be maintained throughout the first year of the MBA program, students assume roles on the senior management team of an electric vehicle company. Over the course of 4 days, they experience the trials of running a company as a team over 9 simulated years. *(Adapted from Wharton website)*

### **Capstone & CompXM**

*Developed by: Capsim*

*Delivered at: University of La Verne*

Capstone is an advanced strategy business simulation that allows participants to apply what they've learned across all disciplines of business in a competitive and engaging learning environment. CompXM is a simulation-based competency exam that assesses students by measuring their capacity to apply what they have learned in their coursework. *(source: capsim.com)*

### **CleanStart: Simulating a Clean Energy Startup**

*Developed by: John Sterman, David Miller, and Joe Hsueh, MIT Sloan School*

*Delivered at: University of La Verne*

Students experience the challenges of building a startup company in a demanding competitive environment, including financial, human resource, strategic and other decisions. *(<https://mitsloan.mit.edu/LearningEdge/simulations/cleanstart/Pages/default.aspx>)*

### **Platform Wars: Simulating the Battle for Video Game Supremacy**

*Developed by: John Sterman, MIT Sloan School*

*Delivered at: University of La Verne*

Students experience interactively the challenges of strategic competition in multi-sided markets with significant network externalities and important complementary assets. *(<https://mitsloan.mit.edu/LearningEdge/simulations/platform-wars/Pages/default.aspx>)*

### **Salt Seller: A Commodity Pricing Simulation**

*Developed by: John Sterman, MIT Sloan School*

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

Students experience interactively the challenges of pricing in a commodity market with variable demand. *(<https://mitsloan.mit.edu/LearningEdge/simulations/salt/Pages/default.aspx>)*



## **Change Management Simulation: Power and Influence V2**

*Developed by: Harvard Business School Publishing, based on a case study by Linda Hill and William Judge; /forio*

*Delivered at: University of La Verne; Claremont Graduate University*

Students play one of two roles at a sunglass manufacturing firm and face the challenges associated with implementing an organization-wide environmental sustainability initiative. The initiative seeks to change raw material inputs in order to make the company's products more "green," and also to address environmental waste issues. The simulation includes up to four scenarios with different combinations of two important factors for creating change: the relative power of the change agent and the relative urgency associated with the change initiative. In each scenario, students choose among different change levers in an attempt to persuade key members of the organization to adopt the change initiative. Students are assessed on their ability to achieve the greatest percentage of adopters within the company while simultaneously using the fewest resources.

*Source: HBSP Product # 4345-HTM-ENG*

## **Leadership and Teamwork: Everest V2**

*Developed by: Harvard Business School Publishing, based on a case study by Michael Roberto and Amy Edmundson; /forio*

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

With the dramatic setting of a Mount Everest summit expedition, this award-winning team simulation teaches group dynamics and leadership. Students play one of 5 roles on a team of climbers. Teammates must share information to maximize group achievement and avoid the perils that threaten the group's ability to reach the summit and meet its goals.

*Source: HBSP Product # 8867-HTM-ENG*

## **Project Management: Scope, Resources, Schedule**

*Developed by: Harvard Business School Publishing, based on a case study by Michael Roberto and Amy Edmundson; /forio*

*Delivered at: University of La Verne, clients*

In this simulation, you assume the role of senior project manager at Delphi Printers & Peripherals. You are tasked with assembling and managing a product design team which must develop a new and innovative printer that is superior to the competitor's. The objective of the simulation is to successfully complete the project or projects that senior management assigns to you. Your project must meet stringent criteria and your performance will be rated using the following metrics: scope, resources, schedule, and team process.

*Source: HBSP Product # 4700-HTM-ENG*



---

## PROFESSIONAL DEVELOPMENT

- 2020 PQ (Positive Intelligence) Coaching  
Shirzad Charminé, Positive Intelligence, Inc. and Stanford University  
*Online*
- 2016 OB: Halfway There  
OB Doctoral Student PDW: Building your Academic Career:  
Here, There, and Everywhere  
*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*

## HONORS AND AWARDS

### **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)

### **California Institute of Technology, Pasadena CA**

- 1987 – 1988 Earl Anthony Fellow

### **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

---

**PROFESSIONAL SERVICE**
**International Positive Psychology Association**
Work and Organizations Division

2019 - 2021 Past-President

2018 – 2019 President

2016 – 2018 President–Elect

2014 – 2016 Division Secretary

5<sup>th</sup> 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

**Claremont Graduate University**
Org Talks Speaker Series

2013 – 2016 Coordinator (2013 – 2016)

Positive Fridays Speaker Series

2017 – 2018 Fellow (2017 – 2018)

2014 – 2015 Advisor (2014 – 2015)

**System Dynamics Society**

Since 1993 Reviewer for annual International System Dynamics Conference

1994 Annual Meeting, Paper Session Chair, Sterling, Scotland, UK

**Academy of Management**

Since 2015 Reviewer for annual meeting

2015 Annual Meeting, Paper Session Chair: Stakeholder Management and CSR,  
Vancouver, BC.

2016 Annual Meeting, Symposium Organizer: Rethinking Employee Engagement,  
Anaheim, CA

**AFFILIATIONS**

Since 2015 Academy of Management

Since 2015 Society for Industrial and Organizational Psychology

Since 2013 International Positive Psychology Association

Since 1993 System Dynamics Society

## REFERENCES (RESEARCH, COLLEGIALLY)

Michelle C. Bligh, PhD  
Professor of Organizational Behavior  
Dean, School of Social Science, Policy, and Evaluation  
Claremont Graduate University  
201 Academic Computing Building  
123 East Eighth Street  
Claremont, CA 91711  
909.621.8647  
Michelle.Bligh@cgu.edu  
<https://www.cgu.edu/people/michelle-bligh/>

Jeffrey Yip, PhD  
Assistant Professor of Management & Organizational Studies  
Segal Graduate School  
Beedie School of Business  
Simon Fraser University  
500 Granville Street  
Vancouver, BC CANADA  
778.782.6803  
J\_Yip@sfu.ca  
<https://beedie.sfu.ca/profiles/JeffreyYip>

Paul J. Zak, PhD  
Professor of Economic Sciences, Psychology & Management  
Director, Center for Neuroeconomic Studies  
Claremont Graduate University  
Harper East 208  
123 East Eighth Street  
Claremont, CA 91711  
909.621.8000  
Paul.Zak@cgu.edu  
<https://www.cgu.edu/people/paul-zak/>

## REFERENCES (COMMITMENT TO STUDENTS, COLLEGIALLY)

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

Nancy Rothbard, PhD  
David Pottruck Professor, Professor of Management  
Deputy Dean, The Wharton School  
University of Pennsylvania  
3207 SH-DH  
3620 Locust Walk  
Philadelphia, PA 19104  
215.898.1102  
nrothbard@wharton.upenn.edu  
<https://mgmt.wharton.upenn.edu/profile/1355/>