

# Leadership Program in Engineering

CORNELL ENGINEERING

## ERICA DAWSON



Erica Dawson is a teacher, researcher, executive coach, and Director of Leadership Programs in the College of Engineering. In 2010 she co-founded The Program on Organizational Ethics at MIT's Dalai Lama Center of Ethics and Transformative Values. Previously she was Assistant Professor of Organizational Behavior at the Yale School of Management, where she taught her popular leadership and negotiation courses to executive and MBA students for 9 years. She has coached leaders in executive education programs at Yale, MIT, UC-San Diego, and Cornell.

Erica's research focuses on motivated reasoning, or the ways in which people's decision-making may be biased by their desires for one conclusion or course of action over another. She has examined these processes in the contexts of health decision-making, reasoning about climate change, project planning, and executive decision-making. Her most recent work proposes a model of leadership built on the four pillars of knowledge, experience, insight, and courage.

An expert in leadership, negotiation and conflict management, Erica consults worldwide for organizations ranging from large multinational consulting firms to small nonprofits. She is a skilled coach, working one-on-one to help individuals develop as visionary leaders and confidently use negotiation to build relationships and meet their interests. She has worked extensively with groups as diverse as German engineers, Tibetan monks, female scientists and American 6th graders. One day she hopes to design a leadership development experience that incorporates one of her passions: skydiving.

Dr. Dawson earned a PhD in Social Psychology from Cornell University in 2004. She studied as a coach and co-active leader through the Coaches Training Institute.

## WERNER ZORMAN



Werner Zorman is the Associate Director of Leadership programs in Cornell's College of Engineering. Werner received his M.S. degree in computer science from the University of Technology in Vienna. He worked for 23+ years in the telecom industry in Europe and North America as engineer, leader, mentor, coach and leadership development professional.

Werner has held various leadership positions leading at one time a team of 40+ engineers installing and maintaining GSM Networks in the USA and Canada. In one of his senior leadership positions he led a team of 27+ managers responsible for a 150 million dollar business.

After a long and fulfilling customer-facing career, Werner decided in 2007 to change his career direction and to focus on leadership development, mentoring and coaching to support engineers on their journey to become effective and successful leaders. He designed and delivered programs in the area of leadership and organizational development addressing areas like powerful communication, emotional intelligence, conflict resolution, and customer service excellence.

It was during those five years when Werner realized that supporting young professionals with their leadership development is his life calling. He is thrilled to be working with the talented students in the College of Engineering.

