



Vanessa Druskat, MBA, PhD

Vanessa is Associate Professor of Organizational Behavior. She is an applied social psychologist who uses her in-depth knowledge of social systems to answer difficult real-world questions facing leaders in organizations: How do self-managing teams best lead themselves? How should an external leader support a self-managing team? How can leaders motivate collaboration in cross-functional teams? She has twice received awards for papers deemed rigorous and practice-oriented from the Center for Creative Leadership in Greensboro, NC. Her Harvard Business Review (HBR) article (with S. Wolff) on emotionally intelligent teams was selected as an HBR Breakthrough Idea and has been reprinted four times in collections of HBR's most popular articles. She is an award-winning teacher who consults with leaders and teams in organizations ranging from Fortune 50 corporations to non-profits worldwide. Among other engagements, she has studied and coached teams at various Johnson & Johnson R&D Companies to help accelerate the complex collaboration required for drug development. She is currently working on a book that combines her research on the social and emotional conditions that strengthen team collaboration with cases from her consulting work. Vanessa's work features practical lessons about building an inclusive team culture that supports effective collaboration and engages the talents in all team members.