**JOSHUA KLAYMAN, Ph.D.**

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**Summary**

Joshua Klayman is an expert in managerial and organizational behavior. He has taught and consulted on topics such as leading and implementing change, enabling and encouraging creativity and innovation, designing and managing effective teams, motivating people to care about their work, maximizing knowledge and learning in organizations, improving decision making and judgment, and developing effective leadership. He has taught over 2000 MBA students and nearly 1000 executives and professionals in North America, Europe, Asia, and Australia. Joshua is a leading researcher in the field of managerial judgment and decision making, and has served as president of the leading research organization in that field. He is also a partner in the consulting firm Humanly Possible®, which offers organizational consulting, management education, and executive coaching, designed to help individuals and organizations develop leadership, boost performance, and achieve organizational renewal.

**Education**

Ph.D. (1982) in Cognitive and Developmental Psychology, University of Minnesota

S.B. (1974) in Psychology and Social Inquiry, Massachusetts Institute of Technology

**Professional Experience**

1980-present The University of Chicago Booth School of Business (formerly known as the Graduate School of Business)

*Professor of Behavioral Science.*  Teaching and research in the field of Managerial and Organizational Behavior.

Courses and workshops include Organizational Change; Leading and Implementing Change and Innovation; Fostering Creative Problem Solving; Leading and Managing in Organizations; Decision Making; Managerial Psychology; Beliefs, Intuition, and Evidence; Identifying and Developing Expertise; and Management Process Consultation. Supervised teams of MBA consultants-in-training, working with regional businesses on organizational issues.

Research includes more than 50 articles in leading research publications and presentations at professional conferences on topics such as: confidence and overconfidence; resistance to new ideas; formal and informal methods to improve judgment, entrapment in ethical dilemmas, emotional intelligence; mental strategies for making difficult tradeoffs, methods for gathering knowledge from experts; and, how and what people learn from feedback.

1990-2013 University of Melbourne, Australia

*Professorial Fellow, Melbourne Business School* (2008-2013)

*Visiting Professor of Organisational Behaviour, Melbourne Business*

*School* (2004, 2005)

*Fulbright Senior Scholar, School of Behavioural Science and Melbourne*

*Business School* (1995-1996)

*Visiting Scholar, School of Behavioural Science* (1990-1991)

1999-present Humanly Possible®, Inc.

*Partner*. Organizational consulting, management education and executive coaching. Specializing in the human elements of business, Humanly Possible works with organizations, groups, and individuals to revitalize organizations, develop leaders, optimize working relationships, create high-performance teams, resolve conflicts, facilitate innovation, and promote openness to and participation in change. Humanly Possible serves clients of all sizes from individual entrepreneurs to large multinational corporations. A sampling of past and current clients can be found at [HumanlyPossible.com/ourclients.html](http://humanlypossible.com/ourclients.html).

2010-2011 Duke University Fuqua School of Business

*Visiting Professor of Management*

1999-2000 INSEAD, Fontainebleau, France

*Visiting Professor of Technology Management*

**Professional Affiliations**

President, Society for Judgment and Decision Making (2003-2004)

Editorial Boards, *Journal of Behavioral Decision Making* and *Organizational Behavior and Human Decision Processes*

Fellow, Association for Psychological Science

Member, American Psychological Association (Division of Experimental Psychology)

Member, Behavioral Science and Policy Association