

# **Richard Boyatzis, PhD**

**Distinguished University Professor**

**Professor, Organizational Behavior, Weatherhead School of Management**

**Professor, Psychology**

**Professor, Cognitive Science**

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Using his well-established Intentional Change Theory (ICT) and complexity theory, Richard Boyatzis, PhD, has continued to research how people and organizations engage in sustainable, desired change. The theory predicts how changes occur in different groups of human organizations, including team, community, country and global change. Ongoing research supporting this theory includes developing new and better measures of an individual's emotional, social and cognitive intelligence as well as studies that demonstrate the relationship between these abilities and performance, and fMRI studies to establish neuro-endocrine arousal of coaching to the Positive Emotional Attractor and resonant leadership.

Boyatzis is a Distinguished University Professor at CWRU, as well as a professor in the Departments of organizational behavior, psychology, and cognitive science. Boyatzis has won many awards at Case Western Reserve for research, teaching, and service. He is a Fellow of the American Psychological Association, Society for Industrial and Organizational Psychology and the Association for Psychological Sciences.

Boyatzis is the author of more than 200 articles and nine books that include: *The Competent Manager: A Model for Effective Performance* (in 2 languages); *Innovations in Professional Education: Steps on a Journey from Teaching to Learning*, with David Kolb and Scott Cowen; *Transforming Qualitative Information: Thematic Analysis and Code Development* (in 2 languages); the international best-seller, *Primal Leadership: Realizing the Power of Emotional Intelligence* with Daniel Goleman and Annie McKee (in 29 languages); *Resonant Leadership: Renewing Yourself and Connecting with Others Through Mindfulness, Hope, and Compassion* with Annie McKee (in 18 languages); *Becoming a Resonant Leader: Develop Your Emotional Intelligence, Renew Your Relationships, Sustain Your Effectiveness*, with Annie McKee and Fran Johnson (in 8 languages); and *Helping People Change: Coaching with Compassion for Lifelong Learning and Growth* with Melvin Smith and Ellen Van Oosten (in 6 languages).

Boyatzis is a frequent speaker on the international circuit, having delivered speeches and seminars on all seven continents and over 35 countries. He has consulted to many Fortune 500 companies, government agencies and organizations in the Americas, Europe and Asia on various topics including executive and management development, organization structure, culture change, R&D productivity, economic development, selection, promotion, performance appraisal and career planning. His Massive Open Online Course (MOOC), *Inspiring Leadership Through Emotional Intelligence*, has over 1,350,000 million unique visitors and enrolled through Coursera from over 215 countries. Boyatzis has a PhD and MA in Social Psychology from Harvard University and a BS in Aeronautics and Astronautics from MIT.