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Education

Doctorate in Juridical Sciences (S.J.D. 1995), Law School, **Harvard University**

Master of Laws (LL.M. 1993, waived), Law School, **Harvard University**
Fulbright Scholar (1991), Philosophy Department, Graduate School of Arts and Sciences, **Harvard University**

Master of Philosophy (1989), Ethics Major, School of Philosophy and Letters, **University of Brussels**

Master of Law (1988), Public Law Major, Law School, **University of Brussels**

Biography

Alain LEMPEREUR is Professor of Negotiation and Mediation at ESSEC.

Mediator in conflicts and crises and negotiation expert, he undertakes in 1993 the establishment of a European negotiation institute, that he develops at ESSEC. It is **IRENE** (www.essec-irene.com), which he leads as its first director (1995-2008), and where he initiates the *Negotiators of the World* programs. In 2008, IRENE is recognized as a member of EPLO (*European Peace Liaison Office* in Brussels). In 2009, Alain Lempereur becomes the Chair of Negotiation and Mediation and of the IRENE Steering Committee.

His programs of research, executive training and consulting on leadership, negotiation and conflict resolution are delivered worldwide for **government and business leaders**. He advises national and international organizations, such as the European Commission, NATO, OECD, UNDP, and WHO. He develops reconciliation and leadership programs in Africa, as in Burundi and in the D.R. Congo. Former Special Fellow of the *United Nations Institute for Training and Research* (UNITAR), he belongs to the UN mediators' network. He also facilitates local and global meetings for the **International Dialogue on Peacebuilding and Statebuilding**.

Through consulting missions and training at the senior management level, he supports **consulting firms**, like the Boston Consulting Group, Capgemini and McKinsey, and other **international corporations**, like Adidas, Alcatel-Lucent, Axa, Beijaflore, Disney, EADS, EDF, Faurecia, FDI, France Telecom, Geodis, Gemplus, Initial, Juwi, KPMG, Philips, Phoenix, Reed, Sanofi-Pasteur, Scientific Atlanta, Shell, Vivendi, etc.

Pioneer in the negotiation field in Europe, he conceives and coordinates leadership programs that he delivers with his teaching teams for many institutions: the French School of Government **ENA** (1997-2002), engineering schools (ENPC, 1997-2010; Ecole Centrale) and the **European Commission** (2004-2010). As a member of the **Program on Negotiation at Harvard Law School**, he teaches as a visiting professor at **Harvard**, as well as at the **University of Mannheim** and at **CIIM** (Cyprus International Institute for Management). In 2011, the *Financial Times* designated him "Professor of the Week" for his contribution to negotiation and mediation.

Former academic director of the **ESSEC Executive MBA** (1999-2001) and former head of the **Law Department** (2004-2006), he created and coordinated the Interdisciplinary Forum "Questioning the Crisis," which included more than 50 ESSEC faculty. He was also a member of ESSEC Board of Overseers, the Faculty Senate and the Workers' Council until June 2011.

In 2011-2012, he is on leave of absence at the Heller School for Social Policy and Management at **Brandeis University**.

His books are devoted to:

- **leadership** (*Le Leadership responsable*; and with L. Susskind & Y. Duzert, *Faciliter la Concertation*);
- **mediation** (*Méthode de Médiation* with J. Salzer and A. Colson; *La Médiation: Modes d'emploi* with S. Bensimon; *Modèles de médiateurs et Médiateur-modèle*);
- **negotiation** (*The First Move. A Negotiator's Companion*, and *Négociations européennes*, with A. Colson, and *La Négociation, Revue française de Gestion*, with J. Sebenius ; Callières. *De la Manière de négocier avec les souverains*); and,
- and **the philosophy of persuasion** (*Argumentation, Legal Argument, L'Homme et la Rhétorique*).

He also publishes many book chapters and articles, namely in the *European Review*, the *Negotiation Journal*, the *Harvard Negotiation Law Review*, *International Negotiation*, etc. His current research is devoted to responsible leadership and negotiation.

A graduate from the University of Brussels and a Fulbright Fellow, he received his S.J.D. from Harvard Law School. A Belgian citizen, he and his wife, Michele, have three children, Daria, Henri, and Emery.

Research Areas

Areas

Responsible leadership, mediation, negotiation, coexistence, conflict and crisis management, peace and reconciliation, European diplomacy, history of negotiation, alternative dispute resolution, facilitation, consensus building, post-conflict in Africa, sustainable development, team building, persuasion and argumentation, jurisprudence.

Sectors

International Organizations, conflict-affected countries, public sector, consulting, automobile industry, computer industry, law.

Geographical Areas

Research, training and consulting for/in 42 countries:

- AFRICA: Burundi, Cameroon, Central African Republic, Chad, Congo, DR Congo, Kenya, Sierra Leone, Togo
- AMERICA: Canada, Colombia, Mexico, USA
- ASIA: Afghanistan, China, East Timor, Iran, Iraq, Japan, Lebanon, Singapore, South Korea, Thailand, Vietnam
- EUROPE: Austria, Belgium, Cyprus, Denmark, France, Germany, Holland, Hungary, Italy, Luxemburg, Montenegro, Norway, Romania, Serbia, Spain, Switzerland, United Kingdom
- OCEANIA: Australia

On-going Projects

Publications

📖 Academic Publications

Books

The First Move. A Negotiator's Companion. (with A. Colson, M. Pekar). (United Kingdom) : John Wiley & Sons, 2010 (Watch the video)

Método de Mediación. (with J. Salzer, A. Colson). Mexico City (Mexico) : Hachette, 2010

Méthode de négociation. (with A. Colson). Paris (France) : Dunod, 2010 (2004, 5 printing; 2nd edition 2010)

Méthode de négociation (Iran & Afghanistan). (with A. Colson, F. Robiolle). Teheran (Iran) : Shirazeh, 2009

Méthode de négociation (Georgie). (with A. Colson, T. Sikharulidze). (Georgia) : GCI, 2009

Faciliter la concertation. A bon processus, bon consensus. (with L. Susskind, Y. Duzert). Paris (France) : Eyrolles, 2009

Um Método de Negociação. (with A. Colson, Y. Duzert (ed)). Rio de Janeiro (Brazil) : Atlas, 2009

Manual de negociações complexas. (with J. Sebenius, Y. Duzert (dir.)). Rio (Brazil) : FGV, 2009

Le Leadership responsable. Un allié sûr contre la crise. Paris (France) : Gualino L'Extensio Editions , 2009 (Watch the video)

Méthode de médiation. (with J. Salzer, A. Colson). Paris (France) : Dunod, 2008

Négociations européennes. D'Henri IV à l'Europe des 27. Paris (France) : A2C Médias, 2008 (A. P. Lempereur & A. Colson (ed.)). With an introduction by JP Jouyet and a conclusion by H. Védrine)

La Médiation. Modes d'emploi. (with S. Bensimon). Paris (France) : A2C, 2007 (Listen to the Interview on Radio France International)

La Négociation. Paris (France) : Lavoisier, 2004 (Alain Lempereur & J. Sebenius (ed.)), special issue of the Revue Française de Gestion)

La Négociation dans les relations sociales. Paris (France) : ANDCP, 2003

François de Callières. De la manière de négocier avec les souverains. Genève (Suisse) : Librairie Droz, 2002

Towards a Dialogue between Conflict Theories and Practices across Paradigms and Cultures. Paris-Cergy (France) : ESSEC IRENE, 2001 (14th Conference of the International Association for Conflict Management)

Modèles de médiateurs et médiateur-modèle - Actes du Colloque des 14 & 18 décembre 1998. Cergy (France) : ESSEC IRENE, 1999 (A.P. Lempereur (ed.))

La Francilienne. Manuel du formateur et CD Rom. (with L. De Carlo). Paris-Cergy : ESSEC IRÉNÉ, IVTI & Medialab, 1998

L'Argumentation. Colloque de Cerisy. Liège (Belgique) : Mardaga, 1991 (A. Lempereur (ed.))

Figures et conflits rhétoriques. Bruxelles (Belgique) : Editions de l'Université de Bruxelles, 1990 (A. Lempereur & M. Meyer (ed.))

L'Homme et la Rhétorique. Paris (France) : Méridiens-Klincksieck, 1990 (A. Lempereur (ed.))

Chaim Perelman. Ethique et droit. Bruxelles : Editions de l'Université de Bruxelles, 1990 (A. P. Lempereur (ed.))

Logique et Argumentation. (with M. Meyer). Bruxelles (Belgique) : Presses universitaires de Bruxelles, 1987

Articles

"Faciliter une solution négociée aux conflits" (A. Lempereur), *Revue française de Gestion*, Mar 2011, Vol. 37, Issue 210, p. 51-66

"First Things First for Negotiators and Organizations" (A. Lempereur), *Human Capital Review*, Oct 2010, Vol. 2010, Issue 10, p. 1-4

"Le questionnement comme philosophie fondatrice de la négociation" (A. Lempereur), *Négociations*, Nov 2009, Vol. 2009, Issue 10, p. 69-80 (Text from the 2008 Cerisy Conference)

"Leading Successful Negotiation on Behalf of Europe. An Analysis of the EC High-Ranking Officials' Practices" (A. Lempereur), *European Review*, Jul 2009, Vol. 17, Issue 3/4, p. 541-568 ((See the EC Curriculum))

"Un pont vers une paix durable. Réconciliation et médiation post-conflit au Burundi et en RD Congo" (A. Lempereur), *Négociations*, Sep 2008, Vol. 2008, Issue 1, p. 13-28 (See ESSEC IRENE, Negotiators of the World Programs: www.essec-irene.com)

"La Négociation" (J. Sebenius), *Revue Française de Gestion*, Nov 2004, Issue 153

"Négociation : au-delà d'une vision déformante de l'autre et de soi" (A. Lempereur), *La Revue des Sciences de Gestion*, Jul 2004, Issue 208 et 209

"Rebuilding Peace and State Capacity in War-torn Burundi" (H. Wolpe, S. McDonald, Nindorera), *The Round Table*, Apr 2004, Vol. 93, Issue 375

"Negocierea si medierea in Franta. O provocare adresata invatamantului juridic: Studiul fundamentat pe abilitati si cercetare interdisciplinara" (A. Lempereur), *Studia. Universitatis Babeş-Bolyai*, Jan 2004, Vol. XXIX, Issue 1-2/2004, p. 35-51

"Comment déchiffrer l'évolution des rapports de force en négociation" (A. Lempereur), *Revue française de Gestion*, Jan 2004, p. 123-138

"Innovation in Teaching Negotiation Towards a Relevant Use of Multimedia Tools" (A. Lempereur), *International Negotiation*, Jan 2004, Vol. 9, Issue 1

"Culture and Negotiation Strategy" (W. Adair, J. Brett, T. Okumura, P. Shikhirev, C. Tinsley, A. Lytle), *Negotiation Journal*, Jan 2004, Vol. 20, Issue 1

"Les théories de la négociation au service des pratiques du manager" (J. Sebenius), *Revue française de Gestion*, Jan 2004, p. 9-11

"Parallélisme de style entre professeur et dirigeant. Pour une nouvelle approche du leadership" (A. Lempereur), *Humanisme et Entreprise*, Aug 2003, Issue 260

"Les limites de la négociation de positions" (A. Lempereur), *Gestion 2000*, Jul 2003, Issue 4, p. 69-84

"Les limites de la négociation de positions" (A. Lempereur), *Gestion 2000*, Jul 2003, Issue 4

"Conflits d'intérêts économiques entre avocats et clients : la question des honoraires" (M. Scodellaro), *Recueil Dalloz*, May 2003, Vol. 21, Issue 7118

"Vive l'asymétrie du négociateur. Comment prendre son bien en patience" (A. Lempereur), *Personnel*, Mar 2003, Issue 438

"Editorial du numéro sur La négociation dans les relations sociales" (F. Mancy), *Personnel*, Mar 2003, Issue 438

"Comment le négociateur peut-il gérer les comportements d'agression ?" (A. Lempereur), *Personnel*, Mar 2003, Issue 438

"Le médiateur comme modèle éthique" (A. Lempereur), *Médiations & Sociétés*, Jan 2003, Issue 3

"Structuration et rôle du processus dans les compétences de médiations : le cas du notaire-médiateur" (A. Lempereur), *Droit et Patrimoine*, Dec 1999, Vol. 77

"La technique de conciliation : les six étapes du processus" (A. Lempereur), *Gazette du Palais (La)*, Oct 1998, Issue 277/279

"Negotiation and Mediation in France: The Challenge of Skill-Based Learning and Interdisciplinary Research in Legal Education" (A. Lempereur), *Harvard Negotiation Law Review*, Apr 1998, Vol. 3

"Bilan du Dialogue National pour l'Europe. Essai sur l'identité européenne des Français" (A. Lempereur), *L'Année Européenne*, Jan 1998, p. 254-260

"Culture and Joint Gains in Negotiation" (J. Brett, W. Adair, T. Okumura, P. Shikhirev, A. Lytle), *Negotiation Journal*, Jan 1998, Vol. 14, Issue 1

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"Rationalité et sciences de l'homme" (A. Lempereur), *La Pensée et les Hommes*, Jan 1991, Issue 18, p. 93-117

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"European Safety and Institutional Coherence" (A. Lempereur), *Diplomatic Gazette*, Jun 1990, p. 15-16

"Le Questionnement" (A. Lempereur), *Revue Internationale de Philosophie*, Apr 1990, Issue 174, p. 295-495

"Le questionnement, comme synthèse de l'humain" (A. Lempereur), *Revue internationale de Philosophie*, Apr 1990, Issue 174, p. 471-495

"La métaphore et la communication en sciences humaines" (A. Lempereur), *R.B.P.H.*, Mar 1990, Vol. LXVIII, p. 608-621

Book Chapters

For a Philosophy of Negotiation. When Reason Helps Science and History Meet. In: *International Negotiations: Foundations, Models and Philosophies*. St. Louis, MO (USA) : Dordrecht, International Negotiation Series, C. Dupont, B. Donohue, D. Druckman, & A. Lempereur. 2011, p. TBD-TBD

Ywan Penvern. In: *Encyclopédie des diversités*. Caen (France) : Management et Organisation, Jean-Marie Peretti. 2011

A Bridge to Lasting Peace: Post-Conflict Reconciliation and Mediation in Burundi and the Democratic Republic of Congo. In: *Mediation in Political Conflicts: Soft Power or Counter Culture?* (with A. Colson). (UK) : Hart Publishing, Jacques Faget. 2011, p. 153-169

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La réconciliation entre ennemis est possible: voir, communiquer et agir autrement. In: *Introduction à la psychologie positive*. Paris (France) : Dunod, Jacques Lecomte. 2009, p. 271-285

Retrouver le sens d'un leadership responsable, ou la crise comme opportunité de questionnement radical. In: *Le Leadership responsable. Un allié sûr contre la crise*. Paris (France) : Gualino Lextenso Editions, 2009, p. 17-31

Penser les négociations européennes. In: *Négociations européennes. D'Henri IV à l'Europe des 27*. Paris (France) : A2C Médias, 2008, p. 23-27

Les manières de l'orateur-négociateur chez François de Callières. In: *Négociations européennes. D'Henri IV à l'Europe des 27*. Paris (France) : A2C Médias, 2008, p. 65-77 (see François de Callières, *De l'art de négocier avec les souverains*, ed. Alain Pekar Lempereur, Geneva, Droz, 2002)

Négociation à la Commission européenne. In: *Négociations européennes. D'Henri IV à l'Europe des 27*. Paris (France) : A2C Médias, 2008, p. 217-241

Négocier. In: *Le Guide de l'entrepreneur efficace. Conseils et méthodes* (with A. Colson). Paris (France) : Dunod, 2008, p. 39-50

La médiation post-conflit. In: *La Médiation. Modes d'emploi*. Paris (France) : A2C Medias, Alain Pekar Lempereur, Stephen Bensimon. 2007, p. 153-173 (www.essec-irene.com)

A evolucao das relacoes de forcas em negociacao - 10 casos de reviravolta. In: *Manual de Negociacoes complexas*. Rio de Janeiro (Brazil) : FGV Editora, Yann Duzert. 2007, p. 51-69

As teorias de negociacao a servico das praticas da administracao. In: *Manual de Negociacoes complexas* (with J. Sebenius). Rio de Janeiro (Brazil) : FGV Editora, Yann Duzert. 2007, p. 9-11

Négocier en amont pour bâtir le changement ensemble. In: *L'Art de l'innovation*. Paris (France) : L'Harmattan, Nicolas Mottis. 2007, p. 83-87

Pour une philosophie de la négociation. In: *La Négociation post-moderne*. Paris (France) : Publibook, Christophe Dupont. 2006, p. 163-174

Contractualiser le processus en médiation. In: *Art et techniques de la médiation.* Paris (France) : Editions du Juris-classeur, BOURRY D'ANTIN M., PLUYETTE G., BENSIMON S.. 2004

Negotiating Mergers and Acquisitions in the European Union. In: *International Business Negotiations* (with V. De Beaufort). Oxford (Grande-Bretagne) : Pergamon, GHOURI P.N., USUNIER J.C.. 2003

L'ambassadeur chez Hotman de Villiers, ou l'éloquence moderne au service de la négociation indirecte. In: *Jean de Villiers Hotman. De la Charge et Dignité de l'Ambassadeur* (with E. Le Deley). Paris-Cergy : ESSEC IRENE & Centre de Recherche de l'ESSEC, 2003, p. 3-28

Aux sources des théories de la négociation: L'oeuvre fondatrice de F. de Callières. In: *François de Callières. De la Manière de négocier avec les souverains.* Genève : Droz, 2002, p. 7-50

Arbitration. In: *The Philosophy of Law. An Encyclopedia.* New York (USA) : Garland Publishing, Inc., GRAY C.B.. 1999

Dispute Resolution. In: *The Philosophy of Law. An Encyclopedia.* New York (USA) : Garland Publishing, Inc., GRAY C.B. 1999

Existe-t-il des processus pour faciliter la médiation ?. In: *L'avocat et le chef d'entreprise dans la pratique de la médiation commerciale.* Paris : CMAP, 1999, p. 29-36

Perelman. In: *The Philosophy of Law. An Encyclopedia.* New York (USA) : Garland Publishing, Inc., GRAY C.B.. 1999

Mediation in Criminal Law. In: *The Philosophy of Law. An Encyclopedia.* New York (USA) : Garland Publishing, Inc., GRAY C.B.. 1999

De la négociation à la médiation. Les quatre moments de l'équilibre 'théorie/pratique'. In: *Théories versus Pratiques de Négociation.* Paris-Cergy : ESSEC IRÉNÉ, 1998, p. 39-71

Enseigner la négociation. In: *Art et Science de la Négociation.* Paris : Berger Levrault : Bensimon & alii (eds), 1998

Conflits et humeurs variables: Opportunités pour le dialogue social. In: *Du Conflit au Dialogue. L'apport de l'audit social.* Lyon : Missions Globales 1996, p. 74-90

Preparing Mergers and Acquisitions in the European Union : The Asset of Cooperative Negotiation. In: *International Business Negotiations* (with V. De Beaufort). Oxford (Grande-Bretagne) : Pergamon, GHOURI P., USUNIER J.C.. 1996

La rhétorique juridique, comme vaccin ou serum social. In: *Rhétoriques de...* (with O. Reboul, G. Garcia). Strasbourg : Presses universitaires de Strasbourg, 1992, p. 89-112

Espaces actuels de l'argumentation. In: *L'Argumentation. Colloque de Cerisy.* 1991, p. 9-16

Les restrictions des deux néo-rhétoriques. In: *Figures et Conflits rhétoriques.* 1990, p. 139-158

Y a-t-il une Ecole de Bruxelles? & Problématique du droit. In: *L'Homme et la Rhétorique.* 1990, p. 7 et 14-213 et 232.

Argumentation : Approche historique et philosophique. In: *Argumenter.* Paris

: CNDP, 1990, p. 116-119

Argumentation juridique: de l'avocat au juge. In: *Argumenter.* Paris : C.N.D.P., 1990, p. 77-90

📄 Working Papers

"What corporations can learn from foundations" (A. Lempereur). Essec Research Center, DR-TBD Sep 10.

"Towards Leaders' Reconciliation in Post-Conflict: Six Success Factors for Effective Facilitation" (A. Lempereur). Essec Research Center, DR-2009 Oct 09.

"Pour une réconciliation possible: voir, communiquer et agir autrement" (A. Lempereur). Essec Research Center, DR-2009-4 Mar 09.

"For a Philosophy of Negotiation: When Reason Helps Science and History Meet" (A. Lempereur). Essec Research Center, DR-2009-3 Mar 09.

"De la médiation politique à la médiation politique, ou la reconstruction nationale d'un leadership cohésif" (A. Lempereur). Essec Research Center, DR-2007 Sep 07. (www.essec-irene.com)

"Antoine Pecquet. Discours sur l'art de négocier" (A. Lempereur). Essec Research Center, Jan 05.

"Contractualiser le processus en médiation" (A. Lempereur). Essec Research Center, DR-03008 Mar 03.

"Identifying Some Obstacles from Intuition to a Successful Mediation Process" (A. Lempereur). Essec Research Center, DR-03005 Mar 03.

"A Rhetorical Foundation of International Negotiations. Callières on Peace Politics" (A. Lempereur). Essec Research Center, DR-03007 Mar 03.

"Conflit d'intérêt économique entre avocats et clients : la question des honoraires" (M. Scodellaro). Essec Research Center, DR-03006 Mar 03.

"Antoine Pecquet. Discours sur l'art de négocier (1737)" (A. Lempereur). Essec Research Center, DR-2 Feb 03.

"Jean de Villiers Hotman. De la Charge et dignité de l'ambassadeur" ESSEC IRENE, Jan 03.

"Louis Rousseau de Chamoy. L'idée du parfait ambassadeur" (A. Lempereur). Essec Research Center, Jan 03.

"Fortuné de Felice. Négociation" (A. Lempereur). Essec Research Center, Jan 03.

"Parallèles de style entre professeur et dirigeants. Au-delà d'une nouvelle querelle des anciens et des modernes sur le leadership" (A. Lempereur). Essec Research Center, DR-02021 Nov 02.

"La gestion des tensions dans la négociation des contrats et des conflits" (R. Mnookin). Essec Research Center, DR-02020 Nov 02.

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"Négociation dans l'Administration publique. Manuel du formateur" (A. Lempereur). Essec Research Center, Jan 02.

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"Unpacking Emotional Negotiations" (A. Lempereur). Essec Research Center, Jan 00.

"Les étapes du processus de conciliation" (A. Lempereur). Essec Research Center, DR-98026 Jul 98.

"Dialogue national pour l'Europe. Essai sur l'identité Européenne des Français" (A. Lempereur). Essec Research Center, DR-98028 Jul 98.

"L'Identité dans le Dialogue National pour l'Europe: Analyse et Propositions" (with H. Curien). May 97.

"Retour sur la Négociation de Position : Pourquoi intégrer l'autre dans mon équation personnelle ?" (A. Lempereur). Essec Research Center, DR-97027 Jan 97.

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📖 Other Publications

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"Techniques de médiation". *Cahiers de Droit et Procédure*, 01 Jan 2000

"Paix entre les nations, à travers Raymond Aron". *Libéralisme*, 07 Jan 1992, p. 59-76

"Gulf War, or Battle?". *Diplomatic Gazette*, 01 Mar 1991, p. 21-24

"Foreword and Logic or Rhetoric in Law?". *Argumentation*, 01 Mar 1991, p. 243-244-283-297

"Reaching for Economic and/or Military Power". *Diplomatic Gazette*, 01 Apr 1990, p. 19-21

"La gestion des tensions dans la négociation des contrats et des conflits". *Dalloz. Le Recueil*, 01 Jan 1970

Teaching

📖 Teaching at ESSEC

ESSEC Ph.D.

- Supervision of Ph.D. Dissertations at ESSEC.
- Theses' Director of ESSEC doctors Lionel Bobot (2006), Guy Champagne (2005) and Grégory Gamot (1997)
- Member of the Thesis's Jury of Imen Benharda (Univ. Paris Descartes, 2006), Aurélien Colson (Univ. Paris Descartes, 2007) and Souad H'Mida (Univ. Laval, 2001)
- Supervision of PhD Students Béatrice Baumann, Adrian Borbely, Trink Le Duyen & Ricardo Perez Nüchel

ESSEC-MANNHEIM Executive MBA

- The Leader as Negotiator

ESSEC Advanced Management Program

- Le négociateur responsable

ESSEC Executive Education - In-House Programs

- Leadership in High Performance Global Teams
- Leading Teams
- Project Communication
- Negotiation
- Conflict Management
- Managing Customer Relationship

ESSEC MBA LUXURY

- Responsible Leadership

ESSEC Master in Science in Management

- Histoire et Philosophie de la Négociation
- Negotiation Workshop (I)
- Mediation Workshop (II)

ESSEC MS

- Leading Teams
- Legal Negotiation

ESSEC BBA

- Leading Teams
- Negotiation Workshop (I)
- Advanced Negotiation Workshop (II)
- Responsible Leadership

✎ Other Teaching Activities

UNIVERSITY OF MANNHEIM BUSINESS SCHOOL, MBA

- Negotiation

NORTHWESTERN UNIVERSITY, KELLOGG GRADUATE SCHOOL OF MANAGEMENT, DISPUTE RESOLUTION RESEARCH CENTER, IACM

- Negotiation Teaching Workshop, with Jeanne Brett

GEORGE WASHINGTON UNIVERSITY BUSINESS SCHOOL

- Strategies for Teaching International Negotiation, Faculty Development Workshop, with Steve Weiss

- Peace through Commerce, Field Visit to Cyprus, with John Forrer

CYPRUS INTERNATIONAL INSTITUTE FOR MANAGEMENT

- Negotiation and Conflict Resolution

HARVARD UNIVERSITY, LAW SCHOOL

- Negotiation Workshop, with Robert Mnookin

Other Activities

✎ Awards and Distinctions

- Professor of the Week, *Financial Times*, 2011.
- *Who's Who*, French edition 2009; World's edition, 2010.
(<http://www.youtube.com/watch?v=-ii0HSUOIEE>)
- "Palme académique" (high French academic distinction, Decree of 28 July 2006), awarded by Professor Alain Plantey, Institut National de France, 2008.
- Special Fellow of the United Nations Institute for Training and Research (UNITAR), 2006
- Fellow, Conflict Management Group, 2000.
- Fellow, 21st Century Trust Fellow, 1997.
- Fulbright Fellow, Frank Boas Scholarship for Harvard University, Commission for Education Exchange between the USA & Belgium, 1991.
- Graduate Fellow, Belgian American Educational Foundation (BAEF), 1991.
- Research Fellow, four-year grant, ULB Philosophy Department, National Fund for Scientific Research (FNRS), 1989-1993.
- Student Fellow, 1984-1988.

✎ Scientific Activities

Conference Presentations

COORDINATION OF THE ESSEC INTERDISCIPLINARY FORUM "QUESTIONING THE CRISIS" (2008-present):

- Initiative gathering more than 50 ESSEC professors
- Second conference of the forum, April 9, 2009, Maison des Arts et Métiers, Paris
- Edition of the book *Le leadership responsable. Un allié sûr contre la crise*, March 2009
- Interview on LCI TV channel, January 2009
- Organization of the kick-off conference of the forum on December 17, 2008 "For a responsible leadership responsable at a time of crisis" on the three campuses of ESSEC, under the patronage of the President of the Republic

ORGANIZATION OF ESSEC CONFERENCES for IRENE and for the Negotiation and Mediation Chair (1996-present):

- Organization of the conference "Keys for Social Dialogue", March 1, 2011.
- Organization of the conference "The Responsibility Principle: How the Organizations of International Finance Promote Development in Africa", around T. Tanoh and M. Sako, February 25, 2011.
- Organization of the conference "Democratic Process and Reconciliation in the Ivory Coast" around P. Zadi Zadi, February 2, 2011.
- Organization of the conference "Facilitating Consensus Building" around Lawrence Susskind, March 2010.
- Coorganization of the conference "La Médiation, modes d'emploi", with IFOMENE, Institut catholique de Paris, October 17, 2007.
- IRENE 10th Anniversary around Shirin Ebadi, Nobel Peace Prize, with ECLA, November 6-7, 2006.
- With the Harvard Program on Negotiation, "New Trends in Negotiation Teaching," Paris-Cergy, November 14-15, 2005.
- "Talleyrand, prince des négociateurs," Senate & Institut de France, under the patronage of Minister of Foreign Affairs D. de Villepin, Paris, February 1-4, 2004.
- "Aux sources de la négociation européenne," under the patronage of the Minister of Foreign Affairs, Kleber Centre, Paris, June 18, 2003.
- With the Harvard Program on Negotiation, "New Caledonia Peace Process," with former Prime Minister Michel Rocard, Harvard University, Cambridge, February 21, 2002.
- With the International Association for Conflict Management, local arrangements chair for the 14th annual conference at ESSEC, Cergy. June 24-27, 2001.
- "Modèles de Médiateurs et Médiateur-modèle," Cergy, December 14 & 18, 1998.
- "Théories versus Pratiques de Négociation," with W. Zartman, ESSEC, Cergy, November 24, 1997.
- "Negotiation Research and Education," with R. Mnookin, ESSEC, June 13, 1996.

REPRESENTATIVE KEYNOTE SPEECHES AND CONFERENCE LECTURES (1988-present)

- "Faciliter la résolution de demandes complexes," France Telecom, Paris La Defense, March 2011.
- "La négociation responsable: clés de réussite pour le nouveau leader," Capgemini, Paris La Defense, December 2010.
- "Responsible Negotiation and Communication," Faurecia, Nanterre, November 2010.
- "Pour une diversité décomplexée: La Construction du Consensus par la Concertation," University of Corte, September 2010.
- "Art de la négociation en politique," Institut Aspen, France, July 2008, 2009 et September 2010.
- Keynote speech: "Towards Leaders' Reconciliation: Two Facilitation Initiatives in Burundi and the DR Congo," National Mediation Conference, Adelaide, September 2010.
- Workshop "The International Dialogue on Peacebuilding and Statebuilding. How to Facilitate Success of All Development Partners," National Mediation

Conference, Adelaide, September 2010.

- Workshop "Doing First Things First in Negotiation. Managing People, Problems and Process," National Mediation Conference, Adelaide, September 2010.
- "La désunion en Belgique", ESSEC, Paris, June 2010.
- "Challenge for EU Diplomacy: Bridging some Gaps between Practice, Training and Research," EU External Action Service, ESSEC IRENE, Paris, May 2010.
- "Des responsables sous pression", INRS, Paris, April 2010.
- Introduction and conclusion with Laurence de Carlo and Lawrence Susskind, "Organizations and their needs change as a consequence of their new relationship with the E-environment," March 2010.
- "La médiation environnementale," around Lawrence Susskind, with Michele Guillaume-Hofnung, ESSEC & University of Paris XI, March 2010.
- "Portée et limites de la négociation entre la Communauté internationale et le gouvernement iranien," SIRENE, ESSEC IRENE, Paris La Défense, February 2010.
- "Pour des responsables facilitateurs," ENA (1949-2009), Paris, October 2009.
- "What corporations can learn from foundations," Responsible Leadership at the time of crisis, Luxembourg, October 2009.
- "De la négociation à la médiation," 15e anniversary of ESSEC EMBA, Paris La Défense, September 2009.
- "Negotiating on Behalf of Europe," IACM, Kyoto, June 2009.
- "Post-Conflict Reconciliation and Third-Party Intervention. Some Lessons from Burundi and D.R. Congo," SAIS, Johns Hopkins University, Washington DC, March 2009.
- "Training for Peace in Burundi and D.R. Congo," Woodrow Wilson International Center for Scholars, Washington DC, March 2009.
- "Méthode de médiation," avec Jacques Salzer, Réseau des Médiateurs associés, University of Paris Dauphine, November 2008.
- "Building Negotiation Principles. The Power of European Roots," INSEAD, October 2008.
- "Comment la recherche peut servir la médiation," Association nationale des Médiateurs, French National Assembly, October 2008.
- "La médiation. Modes d'emploi," Institut catholique de Paris, October 2008.
- "Le questionnement comme philosophie fondatrice de la négociation," Penser la négociation, Cerisy-la-Salle, May 2008.
- "Discours de réception des Palmes académiques," Institut de France, February 2008.
- "Médiation post-conflit: programmes de réconciliation au Burundi et en RD Congo," From Early Warning to Early Action, Commission européenne, November 2007.
- "Art de la négociation en politique," Institut Aspen, France, July 2006 & 2007.
- "Impact Study of Facilitated Workshops as Indirect Mediation," Association Nationale des Médiateurs, Assemblée nationale, October 2006.
- "Classical Art of Negotiating: Richelieu, Callières & Talleyrand," ESSEC International & France-Amérique Jeunes, October 2006.
- "For a Theory of Negotiation," MEDEF, August 2006.
- "Art of Negotiation for Public Leaders," Aspen Institute - France, July 2006.
- "Towards a Negotiating State in France," A Comparative Analysis of Public Dispute Resolution, KDI School of Public Management, Seoul, September 2005.
- (With Aurélien Colson): "Winning the War, Yes Sure. But Winning the Peace?" Samedis de la Connaissance, Paris, April 2005.
- "Negotiation: first things first," Harvard Club of France, Union interalliée. Paris. March 2005.
- "Talleyrand, art of negotiating, art of living," Key People, Paris. October 2004.

- "Negotiation Principles: First Things First," Amis du Mexique, Paris. June 2004.
- "Leadership Training in Africa," Afrique S.A., Senate, Paris. Jan. 2005 & Oct. 2003.
- "Practical approach to mediator's ethics," Chamber of Commerce, Bogota, November 2003.
- "Classical Sources of French Diplomacy," ENA, Strasbourg. June 2003.
- "Corporate Ethics: Do more for more," ESSEC Alumni Association, New York. April 2003.
- "The Mediators of the Pacific," Dispute Resolution Research Center, Northwestern University, Chicago, January 2003.
- "Commenting "Our Friends at the Bank," Program on Negotiation, Harvard, December 2002.
- "New Caledonia Peace Process". With Michel Rocard, Harvard University. February 2002.
- "Managing difficult negotiation behaviors," Georgetown University, Washington. Febr. 2002.
- "Callières talks to us today," SAIS, Johns Hopkins University, Washington. February 2002 & Harvard University, February 2002.
- "Negotiation Ethics". Executive MBA Council, Philadelphia, Pennsylvania. October 2001.
- "Négociations et coproduction," European Broadcasting Union, Paris. April 2001.
- "Enjeux économiques et éthiques de la formation des élites en Amérique latine," IHEAL, Université de Paris Sorbonne III, Paris, April 2000.
- "Médiation politique et dialogue interreligieux," Réunir, Paris. December 1999.
- "Multiplying perspectives in Negotiation & Mediation," Japan Negotiation Institute, Nov. 1998.
- (With Jeanne Brett & al.): "Negotiation and Cultural Scripts," International Association for Conflict Management, Washington, June 1998.
- "Mise en jeu de la responsabilité par le citoyen," Institut d'Etudes politiques, Lille, May 1998.
- (With Jeanne Brett & al.): "French Culture and Joint Gains in Negotiation." International Association for Conflict Management, Bonn, June 1997.
- "Mediation Shopping in Bosnia." 21st Century Trust, Klingenthal, France, June 1997.

✎ Affiliations and Academic Responsibilities

- Member of the Board of Trustees of ESSEC Business School.
- Chair of the Steering Committee of the Institute for Research and Education on Negotiation in Europe.
- Member of the Program on Negotiation at Harvard Law School.
- Member of the Advisory Board of "Culture, Conflict, and Negotiation" of the Negotiations Research Network.
- Member of the International Association for Conflict Management.
- Member of the Peace and Economics Network
- Member of the Scientific Committee of the "Conflict Resolution Quarterly".
- Member of the Scientific Committee of Mediation-Net.
- Member of the Association Nationale des Médiateurs.
- Member of the Harvard Club of France.
- Member of the Harvard Law School Association of France.
- Member of the Talleyrand's Friends Association.
- Member of the Friends' Association of Pontigny-Cerisy.
- Special Adviser of Alter-Nego.

✎ Consulting and Other Activities

ADVISING, CONSULTING, AND EXECUTIVE EDUCATION: IN RESPONSIBLE LEADERSHIP, CONFLICT RESOLUTION AND DEAL-MAKING IN INTERNATIONAL AND EUROPEAN, PUBLIC AND PRIVATE CONTEXTS:

- **for international public administration and development:** OECD, UNITAR, UNDP, WHO, FAO, European Broadcasting Union, European Commission, European Parliament, ISAF (NATO), DFID, FASID, USAID, etc.

- **for several governments or national and local public administrations:** Burundi Cabinet, Departments of Foreign and European Affairs, Planning, Health, Labor, Transportation, Defense, INRS, Pasteur Institute, etc.

- **for NGO's and associations:** Aix Mediation, AMAPA, ANDCP, ANM, APM, Aspen Institute, Bank of Luxemburg Foundation, Bogota Chamber of Commerce, CMAP, CMG, CBI, EPLO, International Chamber of Commerce, MEDEF, Paris Bar, Paris Court of Appeal, Réseau des Médiateurs associés, World Food Forum, etc.

- **in business:** Alcatel-Lucent, Axa, Beijaflore, The Boston Consulting Group, Canal Plus, Capgemini, Disney, Dunod, EADS, EDF, Faurecia, France Telecom, Geodis, ICCA, Initial, Juwi, KPMG, McKinsey, MPI, Philips, Phoenix, Reed Midem, Sanofi Pasteur, Scientific Atlanta, Vivendi, etc.

OECD (2009-present)

Preparation and facilitation of meetings of the *International Dialogue on Peacebuilding and Statebuilding and of the Monitoring Survey of the Principles for Good International Engagement in Fragile States and Situations*

- National Consultations, INCAF, March 2011.
- International Conference, Dili, April 2010.
- National Consultation, Freetown, Sierra Leone, November 2009.
- National Consultation, Bangui, July 2009.

UNITAR (1997-present)

Consulting, organization and delivery of programs for UNITAR

- "Negotiation Skills," 1997 until now, Geneva and the Hague.
- Strengthening Iraqi Civil service, Geneva, November 2005.
- "Negotiating European Integration," with UNDP, Belgrade, September 2005.
- With AEIO and the Austrian Government, Vienna, 2004, 2010.
- With UNEP, Nairobi, May 2002.
- With FASID, Tokyo, March 2001.

EUROPEAN COMMISSION (2004-present)

Consulting and program delivery for the European Commission, with 10 IRENE experts

- Co-organization of the EC Negotiation Program, since January 2009.
- Organization of the EC Negotiator's Club Conference around L. Susskind, March 2010.
- Seminar conception and delivery: "Executive Negotiations for Cabinet Staff," March 2010.
- Organization of the EC Negotiation Program & EC Negotiator's Club, November 2005-December 2008.
- Seminar conception and delivery: "Multilateral Conference Negotiations," June 2005 until now.
- Seminar conception and delivery: "International Negotiations," May 2005 until now.
- Report on negotiating at the European Commission, December 2004.

NATIONAL SCHOOL OF ADMINISTRATION (1997-2010)

Conception of current ENA negotiation seminars

- Delivery, Strasbourg, 2010.
- "Facilitating Consultation," ENA 60th anniversary, Paris, 2009

- Workshop: "Post-conflict interventions," Paris, 2004-2005.
- Coordination of negotiation workshops for 150 participants per year "Négociation dans l'administration publique," Strasbourg, 1997-2002.
- Workshop "Maîtriser les concepts et outils de négociation dans l'administration publique," Bucarest, June 2000.

INITIATIVE FOR A COLLABORATIVE LEADERSHIP AND THE COHESION OF THE STATE IN THE DEMOCRATIC REPUBLIC OF CONGO (2005-2009)

Coordination and delivery of reconciliation workshops for Congolese leaders (ILCCE), through a collaborative initiative of **UNDP, the Woodrow Wilson International Center for Scholars & ESSEC IRENE**, with Howard Wolpe, president Obama's and president Clinton's former advisers to the Great Lake Region. Facilitating the following interventions for **1,300 Congolese leaders**, with the help of eight IRENE experts:

- Regional workshop, Masisi Communities, Goma, November 2009.
- Regional workshop, Goma, with French Foreign Minister Kouchner's visit, January 2008.
- Preparation of regional workshops with E. Blanchot, Goma & Bukavu, March, August, and October 2007.
- Workshop for the National Assembly, April 2007.
- Media Workshop with A. Colson, November 2006.
- Follow-up Workshops, Kinshasa, August 2006 & Goma, October 2006.
- Preparation of follow-up missions in Butembo, Uvira & Minembwe, June-July 2006.
- Conference on Post-Conflict in DRC, Université Catholique de Bukavu, May 13, 2006 .
- Bukavu, May 2006.
- Organization of a conference on Post-Conflict in DRC, ESSEC, April 7, 2006.
- Goma, March 2006.
- Nganda Center, Kinshasa, January & February 2006.

BURUNDI LEADERSHIP TRAINING PROGRAM (2002-2006)

Coordination of seven IRENE experts involved in reconciliation workshops for **8,000 Burundian leaders**, in collaboration with WWICS & ESSEC IRENE. Facilitating the following interventions, with the support of the **World Bank, the European Commission, USAID, DFID**:

- Preparation and follow-up of workshops for the government, the civil society and the security sector, 2006-2007, including training of trainers.
- Creation of a resource center for the BLTP, Bujumbura, May 2006.
- "The Sequence of Post-Conflict Intervention in Burundi: From Peace to Justice," seminar on the ICC and Conflict Analysis, Harvard, November 5, 2005.
- "Building the Other's Empowerment in the Negotiation Process," EC Negotiators Club. European Commission. Brussels, October 13, 2005.
- Cabinet retreat, with Pierre Nkurunziza, President of the Republic of Burundi, and his vice-presidents and ministers, Bujumbura, September-October 2005.
- "Rebuilding Unity in Post-Conflict," with USAID support. Washington, July 2005.
- "Negotiation the management of elections," Gitega, November 2004.
- Training of trainers "Negotiators of the World," with the support of the French Ministry of Foreign Affairs, Cergy, July 2004.
- "Negotiating the D.D.R. process," Gitega, May 2004.
- "Facilitating mediation within the joint cease-fire commission," Bujumbura, February 2004.
- "Negotiation skills for the military," with the support of the European Commission and DFID, Nairobi, November 2003.
- Reporting, with Liz McClintock, on "Methodology of the Burundi Leadership Training Project," Washington, May 2003.

- "Leadership for the economic renewal of Burundi," with the support of the World Bank, Bujumbura, May 2004, March and September 2003.

WORLD HEALTH ORGANIZATION (1999-2002)

Consulting and delivery of training programs with Conflict Management Group & ESSEC IRENE, including the delivery of seminars "Atelier sur la gestion du processus de négociation pour la mobilisation des ressources", in:

- Kpalimé, Togo. April 2002 & November 2000.
- Brazzaville. February 2001.
- Kinshasa, DRC, December 2000.
- Ndjamena, February 24, 2000.

📁 Professional Experience

ESSEC Business School

- Member of the Supervisory Board, 2003-present
- Founder (1995), Director (1995-2008), & Chair (2009-present), ESSEC IRENE
- Founder and head of the "Negotiators of the World" Programs, 2004-present
- Head of the Law Department, 2004-2006
- Academic Director, Executive MBA, 1999-2001

United Nations Institute for Training and Research (UNITAR)

- Consultant, 1997-present.
- Special Fellow, 2006-2007.

Harvard University, Cambridge, MA

- Visiting Professor, Law School, 2003-2005, 2007
- Lecturer on Law, Law School, 2001-2003
- Research Scholar, Program on Negotiation, Law School, 2001-2002
- Research Assistant & Negotiation Fellow, Program on Negotiation, 1994-1997
- Teaching Fellow, Kennedy School of Government & College, 1993-1994

National School of Administration (ENA), Paris & Strasbourg, France

- Lecturer & Adviser, 2002-2005, 2009-2010
- Coordinator for negotiation teaching, 1997-2002

Cyprus International Institute for Management

- Visiting Professor, 2005-present

University of Mannheim

- Lecturer and Visiting Professor, 2008-present

University of Paris II Assas, France, 1996-1999

University of Paris V René Descartes, France, 1998

Ecole Nationale des Ponts et Chaussées, France, 1997-1999

State University at Mons, Belgium, 1988-1992

- Lecturer

University of Brussels, Belgium

- General Secretary, European Center for the Study of Argumentation, 1990-1991
- Managing Editor, Revue Internationale de Philosophie, 1985-1990
- Teaching Fellow, Law School, 1984-1989

Staff of the Belgian Minister of Defense, 1988-1989

- Assistant to the Spokesperson