

Alain Lempereur

Professor,
Department



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Education

Doctorate in Juridical Sciences (S.J.D.), Law School, Harvard University.
Master of Laws (LL.M. waived) and Fulbright Fellow, Harvard University.
M.A. in Moral Philosophy, Université Libre de Bruxelles.
M.A. in Public Law, Université Libre de Bruxelles.

Biography

Alain Pekar Lempereur is a Professor at ESSEC Business School - Paris & Singapore. Member of the board of overseers, he created and headed *IRENE (Institute for Research and Education on Negotiation in Europe)*. He also served as the Academic Director of the ESSEC Executive MBA and as the coordinator of negotiation teaching at ENA (the French *National School of Administration*). Former *Special Fellow* of the United Nations Institute for Training and Research (UNITAR), he was a Visiting Professor at Harvard Law School, where he has taught the negotiation workshop.

His books are devoted to mediation (*Méthode de Médiation* with Jacques Salzer and Aurélien Colson; *La Médiation: Modes d'emploi* with Stephen Bensimon; *Modèles de médiateurs et Médiateur-modèle*), to negotiation (*First Things First: A Negotiation Method* and *Négociations européennes*, with Aurélien Colson, and *La Négociation, Revue française de Gestion*, with James Sebenius ; *Callières. De la Manière de négocier avec les souverains*), and to communication (*Argumentation, Legal Argument*). He published articles in the *Negotiation Journal*, the *Harvard Negotiation Law Review*, *International Negotiation*, etc. His current research is devoted to leadership and the levels of transformation required in post-conflict situations.

He has led programs of research, training and consulting on negotiation and conflict resolution for government and business leaders all over the world; he advised national and international administrations, including the European Commission, the FAO, NATO, UNDP, and the World Health Organization. He helps develop reconciliation and leadership programs in Africa, in Burundi and in D.R. Congo for example. He has also been a consultant for companies, like the Boston Consulting Group and McKinsey.

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

Research Areas

Areas

Leadership, mediation, negotiation, conflict and crisis management, diplomacy, history of European negotiation, alternative dispute resolution, facilitation, collective bargaining, sustainable development, coaching, team building, communication, persuasion and argumentation, jurisprudence. Europe, Africa, North America

Sectors

International Organizations, diplomacy, public sector, consulting, automobile industry, computer industry, law, human resources.

Geographical Areas

Europe, Africa, North America

On-going Projects

Responsible Leadership.

Negotiators of the World and Leadership Programs in DR Congo and Burundi.

Research on early negotiation theories in Europe.

Publications

▾ Academic Publications

Books

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

Négociations européennes. D'Henri IV à l'Europe des 27. (with A. Colson). Paris (France) : A2C Médias, 2008 (With an introduction by Jean-Pierre Jouyet and a conclusion by Hubert Védrine)

First Things First. A Negotiation Method. (with A. Colson). Cergy (France) : CO-DEV, 2008 (Edited by Michele Pekar Lempereur)

La Médiation. Modes d'emploi. (with S. Bensimon). Paris (France) : A2C Médias, 2007

Méthode de négociation. (with A. Colson). Paris (France) : Dunod, 2004 (5th printing)

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. The 14th Annual Conference of the International Association for Conflict Management Proceedings. Paris-Cergy (France) : ESSEC IRENE, 2001

Modèles de médiateurs et médiateur-modèle - Actes du Colloque des 14 & 18 décembre 1998. (with B. Baumann). Cergy (France) : ESSEC IRENE, 1999

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

Ethique et droit. Bruxelles : Editions de l'Université de Bruxelles, 1990

Figures et conflits rhétoriques. (with M. Meyer). Bruxelles (Belgique) : Editions de l'Université de Bruxelles, 1990

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

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

Articles

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

"La Négociation" (J. Sebenius, A. Lempereur).. *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, A. Lempereur).. *The Round Table*, Apr. 2004, Vol. 93, Issue 375

"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, A. Lempereur).. *Negotiation Journal*, Jan. 2004, Vol. 20, Issue 1

"Les théories de la négociation au service des pratiques du manager" (J. Sebenius, A. Lempereur).. *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

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

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

"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, 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, A. Lempereur).. *Negotiation Journal*, Jan. 1998, Vol. 14, Issue 1

"Legal Argument" (, A. Lempereur).. *Argumentation*, Mar. 1992, Issue 5, p. 243-332

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

"Law: From Foundation to Argumentation" (, A. Lempereur).. *Communication and Cognition*, Jan. 1991, Issue 24, p. 97-110

"European Safety and Institutional Coherence" (, A. Lempereur).. *Diplomatic Gazette*, June 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

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

La médiation post-conflit. In: *La Médiation. Modes d'emploi*. Paris (France) : A2C Medias, 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, 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, 2007, p. 9-11

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

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

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

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

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

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

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

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

Conflicts 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: GHOURI P., USUNIER J.C.. *International Business Negotiations* (with V. De Beaufort). Oxford (Grande-Bretagne) : Pergamon, 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

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

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

📄 Working Papers

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

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

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

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

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

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

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

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

"Innovating in Negotiation Teaching: Toward A Relevant use of Multimedia Tools" (, A. Lempereur). Essec Research Center, DR-02022 nov. 02.

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

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

"Six prises de distance essentielles dans la négociation" (, A. Lempereur). Essec Research Center, janv. 01.

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

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

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

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

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

"Negotiation & Mediation in France: The Challenge of Skill-based Learning and Interdisciplinary Research in Legal Education." (, A. Lempereur). Essec Research Center, DR-97031 janv. 97.

"Pédagogie de la négociation : allier théorie et pratique" (, A. Lempereur). Essec Research Center, DR-97032 janv. 97.

"Legal Rhetoric and Dispute Resolution" (, A. Lempereur). Essec Research Center, DR-96048 août 96.

"Preparing Mergers and Acquisitions in the European Union : The Asset of Cooperative Negotiation" (V. De Beaufort, A. Lempereur). Essec Research Center, DR-96047 juil. 96.

"Legal Questioning and Problem Solving" Harvard Law School Library, janv. 95.

"Pour une théorie de la négociation juridique au service de la pratique" (, A. Lempereur). Essec Research Center, janv. 95.

"May Law Be Founded on Questioning?" Harvard Law School Library, janv. 93.

"Théories versus pratiques de négociation" (C. Dupont, G. Faure, W. Zartman, A. Lempereur). Essec Research Center, janv. 91.

📖 Other Publications

Articles published in Conference Proceedings

"Towards a Negotiating State in France? Sixty Years of Evolution of Public Negotiation and Dispute Resolution". In : *Proceedings of the International Conference of the Korea Development Institute: Comparative Studies in Public Conflict Resolution*,. Seoul (Korea) : KDI School, 2005

"Updating Negotiation Teaching through the Use of Multimedia Tools". In : *IACM Proceedings*,. Salt Lake City (Etats-Unis) : Social Science Research Network, 2002

"World Health Organization Negotiation Workshops for Resource Mobilization: Genesis and Development", With A. Embounou, K. McClinto, M. Mathey-boo. In : *Toward a Dialogue between Conflict Theories and Practices across Paradigms and Cultures. Proceedings of the 14th Annual Conference of the International Association for Conflict Management (IACM) (CD-Rom)*,. Paris-Cergy (France) : ESSEC IRENE, 2001

"What Kind of Dialogue between Conflict Theories and Practices across Paradigms and Cultures". In : *Proceedings of the 14th Annual Conference of the International Association for Conflict Management (CD-Rom)*,.

Paris/Cergy (France) : ESSEC IRENE, 2001

"Existe-t-il des processus pour faciliter le déroulement de la médiation ?". In : *L'avocat et le chef d'entreprise dans la pratique de la médiation commerciale : vers une résolution alternative des conflits interentreprises*,. Paris (France) : Chambre de Commerce et d'Industrie de Paris & Institut de Formation Continue du Barreau de Paris, 1999

"Conflits et humeurs variables : opportunités pour le dialogue social". In : *Compte-rendu des Interventions de la 14e Université d'Eté d'Aix-en-Provence*,. Puyricard (France) : Missions Globales, 1996

Press Articles

"Contractualisation et techniques de négociation: l'indispensable formation". *Contrats publics*, 01 juin 2005, p. 41-43

"Mieux évaluer les risques de conflits d'intérêts entre avocats et clients". *Reflets*, 01 févr. 2005, p. 44-45

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

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

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

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

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

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

Teaching

↳ Teaching at ESSEC

ESSEC Ph.D. Program

- Methodology of Negotiation Research

ESSEC MBA

- Histoire et Philosophie de la Négociation
- Negotiation Workshop (I)
- Negotiation Workshop (II) - Legal Strategy and Mediation
- European Negotiation and Conflict Management

ESSEC MS

- Team Building and Leadership
- Legal Negotiation

ESSEC-MANNHEIM Executive MBA

- The Manager Negotiator

ESSEC Management Education - In-House Programs

- Negotiation Seminar
- Conflict Management
- Managing Customer Relationship
- Negotiation Skills for Plant Managers

▣ Other Teaching Activities

Harvard Law School

- Negotiation Workshop

Other Activities

▣ Awards and Distinctions

Palmes académiques (Décret du 28 juillet 2006), awarded by Professor Alain Plantey from the Institut national de France

▣ Scientific Activities

Conference Presentations

ORGANIZATION OF ESSEC IRENE CONFERENCES (1996-present):

- 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 the Minister of Foreign Affairs, 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 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 LECTURES AT CONFERENCES (1988-present)

- "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

Special Fellow of the United Nations Institute for Training and Research (UNITAR)

Member of the Board of Trustees of ESSEC Business School.

Board Member 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 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.

Fellow of Conflict Management Group.
Fulbright Fellow.
Frank Boas Fellow, Belgian American Educational Foundation.
21th Century Trust Fellow.

☞ **Consulting and Other Activities**

CONSULTING EXECUTIVE EDUCATION AND COACHING: IN LEADERSHIP, DISPUTE RESOLUTION AND DEAL-MAKING IN INTERNATIONAL AND EUROPEAN, PUBLIC AND PRIVATE CONTEXTS:

- International public administration and development: UNITAR, UNDP, WHO, FAO, European Commission, European Broadcasting Union, W. Wilson International Center for Scholars, World Bank, ISAF (NATO), DFID, FASID, USAID, CMG, CBI, etc.
- for several governments or national and local public administrations: Burundi Cabinet, Departments of Foreign and European Affairs, Planning, Health, Labor, Transportation, Defense, etc.
- for NGO's and in law: World Food Forum, ICC, Paris Court of Appeal, Paris Bar, Bogota Chamber of Commerce, etc.
- in business: The Boston Consulting Group, Disney, EADS, Faurecia, Geodis, ICCA, Initial, McKinsey, MPI, Philips, Reed Midem, Sanofi Pasteur, Scientific Atlanta, Vivendi, etc.

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

Coordination and delivery of reconciliation workshops for Congolese leaders (ILCCE), in collaboration with the UNDP, the European Union, the Woodrow Wilson International Center for Scholars & ESSEC IRENE, with Howard Wolpe, president Clinton's former special envoy to the Great Lake Region.

Facilitating the following interventions with 300 Congolese leaders, with 8 IRENE experts:

- Regional workshop, Goma, with Minister Kouchner's visit, January 2008.
- Preparation of regional workshops, 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.

UNITAR FELLOWSHIP (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, April 2004.
- 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

- Organization of the EC Negotiation Program, November 2005.
- 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.

BURUNDI LEADERSHIP TRAINING PROGRAM (2002-2006)

Coordination of seven IRENE experts involved in reconciliation workshops for 7000 leaders, in collaboration with WWICS & ESSEC IRENE. Facilitating the following interventions:

- 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.
- "Négociier la gestion des élections," Gitega, November 2004.
- Training of trainers "Négociateurs du Monde," with the support of the French Ministry of Foreign Affairs, Cergy, July

2004.

- "Négocier le processus de D.D.R.," Gitega, May 2004.
- "Faciliter la médiation au sein de la Commission mixte de cessez-le-feu," Bujumbura, February 2004.
- "Les compétences de négociation pour les responsables militaires," 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 pour le renouveau économique du Burundi," with the support of the World Bank, Bujumbura, May 2004, March and September 2003.

NATIONAL SCHOOL OF ADMINISTRATION (1997-2005)

Conception and coordination of ENA negotiation seminars

- 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.

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 (1996) & Director, ESSEC IRENE, 1999-present
- Founder 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)

- Special Fellow, 2006-present
- Consultant, 1997-2005

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
- Coordinator for negotiation teaching, 1997-2002

Cyprus International Institute for Management

- Visiting Professor, 2005-present

University of Mannheim, Germany, 2008-2009

Cyprus Institute for International Management, Cyprus, 2005-2008

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