

## **Brian Ganson, JD**

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### **Resumé**

Brian Ganson, JD, is a globally recognized expert on socio-political risk management, conflict prevention and collaboration, and third party roles in post-conflict and other complex environments. His publications integrate academic and field perspectives to provide practice- and policy-relevant insight. His course design and delivery engage students to increase their agency in questions of conflict transformation and collaboration. In his professional practice, he is recognized in international peacebuilding and mediation circles as both a thought leader and a practitioner. He advises policy- and decision-makers at the highest levels of companies, governments, international organisations, and civil society on complex conflict dynamics, helping to assess and improve organizational systems and processes for socio-political risk identification, conflict prevention, and dispute resolution. His work is rooted in deep commitment to human rights, peaceful development, and collaborative problem solving.

### **Research & Instruction**

**University of Stellenbosch** - Cape Town

***Professor and Head, Africa Centre for Dispute Settlement (ACDS)*** (current)

- Professor lecturing on conflict systems analysis, conflict prevention, and conflict resolution in the business and law faculties. Head of the ACDS, a hub for research and reflection on the private sector, conflict and development in Africa. Demonstrated capacity for outreach, building of international research partnerships, major grant development, project design and delivery, and management of research staff.

**The Fletcher School, Tufts University** - Medford, Massachusetts

***Senior Fellow, Council on Emerging Market Enterprises*** (current)

- Launched the initiative on Strategy, Operations and Leadership for Emerging and Frontier Economies, including its business leader Reflections from Practice series; convened and led the executive education course, *Corporate Diplomacy for Complex Environments*; formerly Adjunct Assistant Professor teaching *Processes of International Negotiation* and *Law and Development*; formerly Senior Researcher with the Center for Human Rights & Conflict Resolution.

**Center on Conflict, Development and Peacebuilding, The Graduate Institute, Geneva**

***Research Associate*** (current)

- Collaborate on research on private sector development and the political economy of fragility in Africa; co-facilitated through the Geneva Peacebuilding Platform research-supported multisectoral dialogue on the private sector and conflict prevention.

**University of Cape Town Graduate School of Business** - Cape Town

***Adjunct Associate Professor*** (2015-2019)

- Course convenor and lead faculty for the executive education course, *Company-Community Collaboration and Conflict Resolution for Complex Environments*; Developed and delivered multiple executive education short courses on interest-based problem solving and the strategy of negotiation.

**Harvard University** - Cambridge, Massachusetts

***Teaching Fellow*** (1989 - 1998)

- Helped develop and deliver context-specific programmes in negotiation, conflict analysis and conflict management for diplomats, government officials and business executives from around the globe through the Harvard Negotiation Project; clinical supervisor for post-graduate students through the Harvard Mediation Program; Teaching Fellow for Professor Roger Fisher's Harvard college undergraduate course on international conflict and negotiation.

## Education

### **Harvard Law School**

*Juris Doctorate* awarded cum laude 1989. Ferguson Fellow in Human Rights and Development with the Legal Resources Foundation of Zimbabwe. Associate Editor of the Harvard International Law Journal. Research Assistant to Professor Detlev Vagts for private and public international law topics.

### **The Fletcher School, Tufts University**

*Master of Arts in Law and Diplomacy* awarded 1989. Concentrations in International Conflict Management, Public International Law, and International Trade. Teaching Assistant for a Tufts College course in International Law.

### **University of Michigan**

*Bachelor of Arts* awarded with high distinction in 1985. Included one year of study at the Institut d'Etudes Politiques in Aix-en-Provence, France.

## Publications

### **Books**

- Co-author with Achim Wennmann of **Business and Conflict in Fragile States: The Case for Pragmatic Solutions** (London: International Institute for Strategic Studies, 2016).
- Editor and lead author of **Management in Complex Environments: Questions for Leaders** (Stockholm: NIR, 2014).
- Co-author with Roger Fisher et al. of **Coping With International Conflict: A Systematic Approach to Influence in International Negotiation** (Upper Saddle River, NJ: Prentice Hall, 1997).
- Editor of Roger Fisher et al., **Beyond Machiavelli: Tools for Coping With Conflict** (Cambridge, MA: Harvard University Press, 1994).

### **Book Chapters & Articles**

- Co-author with Herbert M'cleod of The political economy of fragility: Business, conflict and peace in Sierra Leone, in *Business and Politics* (2019, Vol. 25, No. 2)
- Co-author with John Luiz and Achim Wennmann of Business Environment Reforms in Fragile and Conflict-Affected States: From a Transactions towards a Systems Approach, in *Journal of International Business Policy* (2019, Vol 2, No. 3, 217-236, <https://doi.org/10.1057/s42214-019-00030-z>)
- Author of Business and Peace: A Need for New Questions and Systems Perspectives, in **Business and Peacebuilding: Beyond the Sustainable Development Goals** (London: Routledge, J. Miklian, ed., 2019)
- Author of Unpacking the puzzle of business (not) for peace, in *South African Journal of International Affairs* (2019, Vol. 26, No. 2, 1-24)
- Author of Plumbing for Peace, in **Indivisible: Global Leaders on Shared Security** (Northampton, MA: Olive Branch Press, 2018, Ru Freeman and Kerri Kennedy, eds.)
- Co-author with Achim Wennmann of The Corporation and Violent Conflict: Perspectives, Policy Responses and Future Trends, in **Handbook of the International Political Economy of the Corporation** (Cheltenham: Edward Elgar, 2017, A. Noelke and C. May, eds.)
- Co-author with Achim Wennmann of Business and Institutional Reform in Hybrid Political Orders, in **Institutional Reforms and Peace Building** (London: Routledge, 2016, N. Ansorg & S. Kurtenbach, eds.)
- Author of Business and conflict in fragile environments: Capabilities for conflict prevention, in *Negotiation and Conflict Management Research Journal* 7(2) 121-139 (2014)

- Co-author with Diana Chigas of Grand Visions and Small Projects: Notes from the Field in South Eastern Europe, in **Imagine Coexistence: Restoring Humanity after Violent Conflict** (San Francisco: Jossey Bass, 2003, A. Chayes & M. Minow, eds.)

### Reports & Papers

- Co-Author with T Debey Sayndee of Institutions without Institutionalization: The Endurance of Fragility in Liberia. International Growth Centre (2020, forthcoming)
- Author of Business (not) for peace: A call for conflict-sensitive policy in fragile states. South African Institute for International Affairs Policy Briefing 182 (May 2019)
- Interview, Business as Peace-builder. Special Report on Business Ethics: Business for Peace. Knowledge@Wharton and AKO Foundation (May 2019), pp. 4-7
- Co-author with Sarah Cechvala, Jason Miklian, and Ben Miller of A Seat at the Table: Capacities and Limitations of Private Sector Peacebuilding. Africa Centre for Dispute Settlement, CDA and PRIO (2019)
- Co-author with Herbert M'cleod of The underlying causes of fragility and instability in Sierra Leone. London: Commission on State Fragility, Growth and Development (2018)
- Author of Access to remedy through consensual processes. Africa Centre for Dispute Settlement Working Paper Series 2018/2
- Author of Companies in fragile contexts: Redefining social investment. Africa Centre for Dispute Settlement Working Paper Series 2018/1
- Co-author with Achim Wennmann and John Luiz of Study of Operational Experience of Business Environment Reform Programming in Fragile and Conflict-Affected States. London: DIFD (11 July 2017)
- Co-author with Jason Miklian and Peer Schouten of From Boardrooms to Battlefields: 5 New Ways that Businesses Claim to Build Peace. Harvard International Review (10 June 2016)
- Author of Building Community-Centred Stakeholder Engagement: A Conflict Resolution Approach. Heinrich Böll Stiftung Perspectives (Issue 1, April 2016)
- Author of Business and Conflict in Fragile States: The Case for Pragmatic Solutions. GREAT Insights 5(1) 12-14 (2016)
- Author of Company-Community Mediation: Application of Standards. Africa Centre for Dispute Settlement Working Paper Series 2016/3.

### Case Studies & Teaching Materials

- Author of Confronting history, engaging the future: Hydro Brazil's journey towards social sustainability. Stockholm: Global Child Forum (2018)
- Editor for the ACCESS Facility series, Reflections from Practice, highlighting insights from senior company-community mediators (2014-2017)
- Editor for the ACCESS Facility case story series on company - community conflict resolution processes (2014-2017)
- Author of The Most Important People in the World: IKEA's Broadening Perspective on the Best Interest of the Child. Stockholm: Global Child Forum (2016)
- Author of From Promise to Performance: Stora Enso's Journey towards Mitigating Child Labour. Stockholm: Global Child Forum (2015)
- Co-author with Kate Kopschke of Advanced Training for Company-Community Mediation in Complex Environments: Model Curriculum. The Hague: ACCESS Facility (2015)

- Author of *How can we be the catalyst for change? Sandvik Mining and Construction Zimbabwe*. In **Management in Complex Environments: Questions for Leaders** (Stockholm: NIR, 2014), pp. 50-57
- Author of *How can we be a force for good? Scania in Iraq and Colombia*. In **Management in Complex Environments: Questions for Leaders** (Stockholm: NIR, 2014), pp. 86-93
- Author of *How can we help labour become the partner we need? Electrolux in Poland*. In **Management in Complex Environments: Questions for Leaders** (Stockholm: NIR, 2014), pp. 122-129
- Author of *How do we put all the pieces together? Tetra Laval Food for Development Office*. In **Management in Complex Environments: Questions for Leaders** (Stockholm: NIR, 2014), pp. 158-165
- Author, *Resolving Labour Issues in the Electronics Industry in Mexico*. ACCESS Facility Case Story Series No. 1. The Hague: ACCESS Facility (2013)

### Professional Practice

**Brian Ganson Consulting** - Cape Town, South Africa & Boston, Massachusetts (2000 -)

*Advisor* to senior public and private sector leaders on socio-political risk, conflict prevention and collaboration. Support analysis, strategy development and operational planning for particularly complex environments. *Monitoring & Evaluation Expert* for programs at the intersection of peacebuilding and development in post-conflict and volatile societies for public and private sector entities.

**Conflict Management Group** - Cambridge, Massachusetts (1998 - 2000)

*Director* for Private Sector Programs with the NGO founded by Professor Roger Fisher, applying innovations of the Harvard Negotiation Project to achieve practical progress in intense and protracted conflicts around the globe.

**Mitchell Madison Group** - New York, New York (1996 - 1998)

*Manager* and co-founder of the Organisation Practice of a global strategy consulting firm. Advised Fortune 100 companies on organisational design and organisational performance, in particular with regard to partnerships with their external stakeholders. Developed and led teams, managed senior client interfaces, and guaranteed project budgets and deliverables.

**US Department Of Education, Office For Civil Rights** - Washington, DC (1993 - 1996)

*Chief of Staff to the Assistant Secretary for Civil Rights*. Maintained oversight of a \$60 million annual operating budget encompassing over 600 staff in 11 locations. Led strategic planning and organizational improvement. The Vice President three times awarded the Office the Heroes of Reinvention ("Hammer") Award for its innovative approaches to civil rights.

**Texas Rural Legal Aid, Inc.** - Brownsville, Texas (1989 - 1993)

*Attorney* focusing on minority rights. Combined litigation and advocacy to achieve access to quality education and systemic higher education reform. Court Appointed Mediator in Federal District Court.