



## **Wendy K. Smith, Ph.D.**

*Wendy Smith has a Ph.D. in Organizational Behavior at Harvard Business School, and is currently an Associate Professor of Organizational Behavior at the Alfred Lerner School of Business at the University of Delaware. In 2015-2016, Wendy is spending a sabbatical year as a Visiting Research Fellow at the Center for Social Innovation at Cambridge University's Judge Business School.*

Wendy conducts research and teaches in the areas of leadership, with a particular emphasis on how leaders effectively address the complex, paradoxical tensions in organizations. She has studied how organizations and their leaders simultaneously explore new possibilities while exploit existing competencies, and how hybrid organizations such as social enterprises simultaneously attend to social missions and financial goals. Her research has been published in journals such as *Academy of Management Review*, *Academy of Management Journal*, *Harvard Business Review*, *Organization Science*, and *Academy of Management Learning and Education*. She is currently writing a book, 'Leveraging Paradoxes', to identify the nature and management of key strategic paradoxes, which will be published by the University of Toronto Press.

Wendy teaches leadership, organizational behavior and business ethics. She has taught MBAs and undergraduates at University of Delaware, Harvard, and University of Pennsylvania - Wharton. She was nominated for the MBA Teacher Award at the Lerner Business School each year from 2007-2014 and nominated for the University of Delaware Excellence in Teaching Award in 2008, 2009 and 2012.

Wendy has also taught executive and senior leadership teams how to manage interpersonal dynamics, emotional intelligence, high performing teams, organizational change and innovation, managing in times of crisis, and managing strategic paradoxes. She facilitated senior leadership teams at the Harvard Business School Executive Education program. She has also worked with senior teams at organizations such as American Automobile Association (AAA), Wilmington Trust, DHL, and IBM.

Wendy lives in Philadelphia with her husband and three children.