



## Karen S. Walch, Ph.D. Associate Professor



### Areas of Expertise

- Global Negotiations
- Cross-Cultural Communication
- Global Communication Mindset
- Cultural Competencies
- International Diplomacy
- Commercial Negotiation and Mediation Theory
- International Political Economy

### About Thunderbird

Thunderbird is the world's No. 1-ranked school of international business with more than 60 years of experience in developing leaders with the global mindset, business skills, and social responsibility necessary to create real, sustainable value for their organizations, communities, and the world. Dedicated to preparing students to be global leaders and committed global citizens, Thunderbird was the first graduate business school to adopt an official Professional Oath of Honor. Thunderbird is sought out by graduate students, working professionals, and companies worldwide seeking to gain the leadership skills they need to succeed in today's global economy.

For more about Dr. Walch, visit [www.thunderbird.edu/knowledgenetwork](http://www.thunderbird.edu/knowledgenetwork).

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**K**aren S. Walch, Ph.D., associate professor and consultant at Thunderbird School of Global Management, has an academic background in international negotiation, cultural competencies, and political economy. She has several decades of experience in various business and academic contexts, including insurance, law, tourism, aquaculture, security studies, and MBA graduate education. Dr. Walch pursued a Ph.D. in International Political Economy and Negotiation at the University of WI while working in business, political, and legal settings.

Dr. Walch's interests are in the area of political and social-psychological factors in communication and negotiation. She was the editor of the Conflict Resolution Series: Central America—Continuity and Change, UW Press. She has published in *Caribbean Affairs*, *Journal of Language for International Business*, *The Thunderbird International Business Review*, *The Journal of Dispute Resolution*, and *Caribbean Choices*. She is co-author of "Understanding Negotiation" (translated in Chinese), and author of "Feminist Ideas on Cooperation and Self-Interest for IR," in *Partial Truths and the Politics of Community*. She is also author of "Cultural Underpinnings of Social Neuroscience," 2008, National Academy of Science research report. Her book, *Seize the Sky: 9 Secrets of Negotiation Power* is forthcoming in 2011. She currently writes for Thunderbird's blog, The World Café, <http://knowledgenetwork.thunderbird.edu/worldcafe/power/>.

Dr. Walch has also served on the 2006 research team for the Thunderbird Global Mindset Project; Bertelsmann Foundation 2005 Corporate Cultures Project; 2008 National Academy of Science research team concerning the future of neuroscience; and the 2011 social, emotional, and spiritual dimensions for negotiation Harvard Negotiation Leadership Conference team. Her curriculum development and design for negotiation cases, online courses, and distance education forums are utilized in MBA courses and certificate programs throughout the globe.

Dr. Walch has received over a dozen teaching awards, and specializes in the area of cultural competencies and negotiation planning and strategy applied to the areas of, but not limited to, consultative sales processes; key account management; management/labor practices; joint venture and partnerships; global virtual marketing and manufacturing teams; family-run businesses; and customer relations.

She is certified to consult, design programs, coach, and administer the following assessments tools: The Cultural Orientations Indicator (COI) and Cultural Navigator (trademarked and certified by Training Management Center); The Emotional Competency Indicator (ECI-trademarked and certified by the Hay Group); ExpertNegotiator (trademarked by Latz Negotiation Institute); Global Mindset Inventory (GMI-trademarked by Thunderbird School of Global Management); and Mediation and Alternative Dispute Resolution (ADR) method of Centre for Dispute Resolution, London.