

# LINDSEY N. GODWIN, PHD

## PROFESSIONAL PROFILE

Over two decades of global experience at the intersection of organizational behavior scholarship, leadership education, and applied strengths-based change. Founding Academic Director of the David L. Cooperrider Center for Appreciative Inquiry at Champlain College. Award-winning teacher and scholar who has taught everyone from first-year undergraduates to Fortune 500 executives and consulted with organizations across six continents. Published across academic, practitioner, and popular press audiences, dedicated to translating scholarship into practice that expands possibility for leaders, organizations, and the world they shape.

### EDUCATION

#### **PhD, Organizational Behavior**

Weatherhead School of Management  
Case Western Reserve University | Cleveland, OH

#### **MS, Conflict Analysis & Resolution**

Carter School of Peace & Conflict Resolution  
George Mason University | Fairfax, VA

#### **BA, Psychology & Sociology**

*summa cum laude*  
Ohio Wesleyan University | Delaware, OH

### RESEARCH & PRACTICE AREAS

Appreciative Inquiry  
Positive Organizational Scholarship  
Organization Development  
Net Positive Leadership  
Change Management  
Ethical Leadership & Social Impact

## ACADEMIC POSITIONS

### CHAMPLAIN COLLEGE | BURLINGTON, VT

#### **The Robert P. Stiller School of Business**

Robert P. Stiller Endowed Chair & Professor of Management (2016–Present)  
Faculty Lead, MS Leadership & HROD Programs (2019–2023)  
Associate Professor of Management (2011–2015)

#### **The David L. Cooperrider Center for Appreciative Inquiry**

Academic Director (2015–Present)

### MOREHEAD STATE UNIVERSITY | MOREHEAD, KY


#### **The Elmer R. Smith College of Business & Technology**

Assistant Professor of Management (2007–2011)

### CASE WESTERN RESERVE UNIVERSITY | CLEVELAND, OH

#### **Weatherhead School of Management**

Instructor & TA (2003–2006)

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## AWARDS & RECOGNITION

- **Edward Phelps Lyman Professorship**, Champlain College  
Highest faculty honor, awarded annually to one full-time faculty member
- **Dean's Citation for Excellence in Teaching**, Morehead State University  
Highest teaching award in the College of Business
- **Distinguished Alumni Award**, Ohio Wesleyan University  
Highest alumni honor
- **Outstanding Article of the Year**, Organization Development Review  
For co-authored article with David Cooperrider, "Our Earthshot Moment: Net Positive OD for the Creation of a World of Full Spectrum Flourishing"
- **#1 New Release in Women's Studies**, Amazon  
Ditch the Ditty: Doing What Matters Instead of Doing It All (co-authored)

## INVITED FACULTY ENGAGEMENTS

- **Adjunct Professor**, Executive MBA Program (EMBA)  
Weatherhead School of Management, Case Western Reserve University  
(2026- current)
- **Executive Education Instructor**, Multiple Custom and OE Programs  
Weatherhead School of Management, Case Western Reserve University  
(2024 - current)
- **Visiting Faculty**, Educational Doctorate Program (Ed.D.)  
School of Education, Southern New Hampshire University (SNHU)  
(2019 - 2022)
- **Guest Lecturer:**
  - University of Pennsylvania, Master of Applied Positive Psychology (MAPP) Program
  - Florida Atlantic University, Department of Educational Leadership and Research Methodology
  - Kathmandu University, Kathmandu, Nepal
  - Apex College, Kathmandu, Nepal

## DISSERTATION COMMITTEE SERVICE

- Noe, R. The Impact of Using a Strength-Based Approach for Implementing Inquiry-Based Learning in High School Core Academic Classrooms. Doctor of Education (Ed.D.), Southern New Hampshire University (Committee Member)
- Able, E. Exploring the Relationship Between Transformational Leadership and Appreciative Intelligence. Doctor of Education (Ed.D.), Southern New Hampshire University (Committee Member)
- Mortenson, A. Exploring Decision-Making and Generative Moral Decisions in Educational Leadership. Doctor of Education (Ed.D.), Southern New Hampshire University (Committee Member)
- Morris, N. S. From Espoused to Enacted Commitment: Drivers for the Pursuit of B Corp Certification by SMEs. Doctor of Philosophy (Ph.D.) in Business Administration, Saint Mary's University (Committee Member)

## INSTRUMENTS CREATED

### Appreciative Intelligence<sup>®</sup> Scale

Whitaker, B., Thatchenkery, T., & Godwin, L. (2020). The Development and Validation of the Appreciative Intelligence Scale. *Human Performance*, 33(2-3), 191-213. First validated measure of Appreciative Intelligence, offering a reliable tool to assess the ability to reframe challenges, envision possibilities, and act for positive change.

# TEACHING EXPERIENCE & COURSE DEVELOPMENT

*"Designed & Developed" indicates both original course design and instruction.*

## Undergraduate

- Creativity & Innovation in Business (INV 210)
- Project Management & Team Leadership (MGT 260)
- Management & Organizational Behavior (MGT 210)
- Cultivating Positive Organizational Behavior (MGT 210) (Designed & Developed)
- Lead to Succeed: The Science of Success for Work and Life (BUS 125) (Designed & Developed)
- Business & The Entrepreneurial Mindset (BUS 110)
- Corporate Social Responsibility & The Sustainability Mindset (BUS 210) (Designed & Developed)
- Business Leadership and Teamwork (MNGT 475)
- Law and Ethics in Business (MNGT 463) (Designed & Developed)

## Graduate & Executive MBA

- Leading Change – Society (EMBA 479)
- Integrated Reflective Practice (MBA 500)
- Art of the Question: Inquiry-Based Change (POD 530) (Designed & Developed)
- Advanced Applications of Appreciative Inquiry (POD 560) (Designed & Developed)
- Sages Seminar: OD Capstone (POD 580) (Designed & Developed)
- Leadership Assessment and Development (MGMT 403) (Designed & Developed)
- Human Value in Organizations (MBAC 413) (Designed & Developed)
- Shared Leadership & The Strengths Advantage (MSEL 565) (Designed & Developed)

## Doctoral

- Organizational Analysis (EDGR 922) (Designed & Developed)
- Organizational Theory (MNGT 612) (Designed & Developed)

# EXECUTIVE EDUCATION & PROFESSIONAL PROGRAMS

*Selected recent programs include:*

- Appreciative Inquiry Practitioner Certification — Cooperrider Center for Appreciative Inquiry
- Exploring Appreciative Inquiry for Educators — Cooperrider Center for Appreciative Inquiry
- Practical Tools for Leading Change: Appreciative Inquiry in Action — Weatherhead Executive Education
- From Obligational to Intentional Decision Making — Weatherhead Executive Education
- How to Manage Change Using Appreciative Inquiry — Weatherhead MELT Program
- Sparking Change with the Questions You Ask as a Leadership — Sherwin-Williams Leadership Excellence Program
- Strategic Thinking and Decision-Making for Leaders — Fortune Brands LEAD Program
- Cultivating Curiosity: Strengthening Questions, Listening, and Learning — KSV Professional Development Week
- Beyond the Job — Ben & Jerry's Core Academy

# EDITORIAL ROLES

- Supervising Editor for the Appreciative Inquiry Practitioner Journal (2018- current)
- Guest Co-Editor for the Organization Development Review (2022)
- Guest Co-Editor for the AI Practitioner, Special issue on Discovery and Design of Positive Institutions (Feb 2022)
- Guest Co-Editor for the AI Practitioner, Special issue on Accelerating Positive Education Around the World (Nov 2018)
- Guest Co-Editor for the Journal of Business Ethics, Special issue on Positive Organizational Ethics (2014)
- Co-Editor for the 4th Volume of Advances in Appreciative Inquiry, Emerald (2013)
- Guest Co-Editor for the AI Practitioner, Special issue on Appreciative Inquiry Summits & Macro-management (May 2012)
- Editor of the Interactive Working Paper Series for Business as Agent of World Benefit (2007 – 2010)
- Knowledge Manager of Appreciative Inquiry Commons (2008-current)

## SELECTED RECENT KEYNOTES & INVITED ADDRESSES

- ***How Will You Choose to Lead? Net Positive OD Leadership for Our Earthshot Moment***  
Caribbean Centre for Organization Development Excellence, Kingston, Jamaica (2026)
- ***Change Your Questions, Change Everything: Harnessing Appreciative Inquiry to Lead Smarter & Innovate Faster***  
Pharmaceutical Research and Manufacturers of America, Washington, DC (2025)
- ***Operating from Possibility: Updating Our Personal Operating System for Resilience and Growth as Educators***  
Appreciative Education Conference, Florida Atlantic University (2025)
- ***Addressing the Challenges of Now: An Earthshot Mission Moment for Organization Development and Change***  
Earthshot Collaboratory Crossroads Organizational Development Gathering, Asheville, NC (2024)
- ***Embracing the Call of Our Massive Mission Moment Through Discovering and Designing Net-Positive Institutions***  
OD Network Annual Conference, Raleigh, NC (2023)
- ***Two Small Actions with Massive Impact: Using Appreciative Inquiry to Reinvent in Times Like Ours***  
The Reinvention Summit, Online (2020)

## POPULAR PRESS BOOKS

### **DITCH THE DITTY: DOING WHAT MATTERS INSTEAD OF DOING IT ALL**

Challenges outdated cultural norms and offers an evidence-based, irreverent guide to intentional leadership and decision-making. Onion River Press (2025)

### **WHAT CAN YOU SPARK WITH A QUESTION MARK?**

Inspires curiosity and creativity by inviting readers of all ages to explore the power of asking questions. EdLinks Press (2025)

### **HOW DO YOU LOVE A QUESTION?**

Introduces children to Appreciative Inquiry, encouraging them to embrace wonder, curiosity, and strengths from an early age. EdLinks Press (2023)

## POPULAR PRESS PUBLICATIONS

### **SELECTED PSYCHOLOGY TODAY ARTICLES (POSSIBILITIZING COLUMN)**

- Want Better Answers? Start Asking Better Questions: Your brain is always answering questions; make sure you're asking the right ones
- Psychological Flexibility and the Power of the Yellow Light: 3 lessons for preparing for starts as carefully as we brace for stops
- Noticing the Extraordinary in the Ordinary: Why life's most meaningful moments aren't the ones we plan
- Why We Should Cheer for Life's Wobbles: How small wins build big momentum in work and life.
- Why Cynicism Feels Smart but Can Sabotage Your Success: 3 ways to stop shutting things down and start building something better
- To Change Your Life, Start With Your Algorithm: What you click on today shapes what you see and how you feel tomorrow

### **SELECTED PODCAST EPISODES: INSPIRING IMPACTS: GLOBAL STORIES OF APPRECIATIVE INQUIRY (HOST)**

- SOAR-ing with Generative Questions with [Jackie Stavros](#)
- The Power of Wholeness in Community Revitalization with [Fran Stoddard](#)
- Using Appreciative Inquiry to Transform the Energy Industry with [Cheri Warren](#)
- Appreciative Inquiry as a Management System with [Scot Lowry](#) and [Jeff Bouwman](#)
- From Small Shop to Billion-Dollar Success: The Journey of Green Mountain Coffee Roasters with [Pru Sullivan](#)

## SCHOLARLY BOOK CHAPTERS

- Cooperrider, D., & Godwin, L. (in press). Earthshot OD: Elevating the field to meet this planetary moment. In *The Palgrave Encyclopedia of Leadership and Organizational Change*. Palgrave Macmillan.
- Cooperrider, D., & Godwin, L. (in press). Appreciative Inquiry and the new positive organization development: A call to full-spectrum flourishing. In K. Cameron & G. Spreitzer (Eds.), *The Oxford handbook of positive organizational scholarship* (2nd ed.). Oxford University Press.
- Godwin, L., & Van Oosten, E. (in press). From self to system: The mutually reinforcing nature of individual and organizational capacity for flourishing. In C. Laszlo (Ed.), *Sustainability and ESG: Business as a force for good*. Emerald Publishing.
- Godwin, L., Stavros, J., & Cooperrider, D. (2026). Appreciative Inquiry: The design of net-positive organizations. In W. J. Rothwell, J. M. Stavros, & S. H. Cady (Eds.), *Practicing organization development: A guide for leading change* (5th ed.). Wiley.
- Godwin, L. (2023). Possibilitizing and Heroism. In *Encyclopedia of Heroism Studies*. Springer.
- Beveridge, A., Godwin, L., & Pavez, I. (2020). Inquiring into change and innovation for greater responsibility through an appreciative inquiry lens. In O. Laasch, R. Suddaby, R. E. Freeman, & D. Jamali (Eds.), *Research handbook of responsible management*. Edward Elgar Publishing.
- Sekerka, L., Comer, D., & Godwin, L. (2015). Professional moral courage: Fostering principled performance at work. In A. J. G. Sison (Ed.), *Handbook of virtue ethics*. Springer.
- Stavros, J., Godwin, L., & Cooperrider, D. (2015). Appreciative Inquiry: Organization development and the strengths revolution. In W. J. Rothwell, R. Sullivan, & J. Stavros (Eds.), *Practicing organization development: A guide to leading change and transformation* (4th ed.). Wiley.
- Dole, D., Godwin, L., & Moehle, M. (2014). *Exceeding expectations: An anthology of appreciative inquiry stories in education from around the world*. Taos Institute.
- Godwin, L., Kaplan, P., & Bodiford, K. (2014). The exponential inquiry effect magnified: The new AI summit in a technologically connected world. In D. Cooperrider, L. Godwin, B. Boland, & M. Avital (Eds.), *Advances in appreciative inquiry* (Vol. 5). Emerald.
- Godwin, L., & Morris, N. (2013). Embedded sustainability: Creating ethical habits through personal engagement. In L. Sekerka (Ed.), *Ethics training in action* (pp. 121–138). Information Age Publishing.
- Cooperrider, D., & Godwin, L. (2011). Positive organization development: Innovation-inspired change in an economy and ecology of strengths. In K. Cameron & G. Spreitzer (Eds.), *The Oxford handbook of positive organizational scholarship* (pp. 737–750). Oxford University Press.
- Neville, M. G., & Godwin, L. (2011). Returning to a holistic management education and the tradition of liberal education. In C. Wankel & A. Stachowicz-Stanusch (Eds.), *Management education for integrity* (pp. 171–192). Emerald.
- Bilimoria, D., & Godwin, L. (2007). Influence and inclusion: A framework for researching women's advancement in organizations. In D. Bilimoria & S. K. Piderit (Eds.), *Handbook of women in business and management*. Edward Elgar Publishing.
- Boyatzis, R., Bilimoria, D., Godwin, L., Hopkins, M., & Lingham, T. (2006). Effective leadership in a crisis: Using emotional intelligence to inspire resilience. In R. Gross, Y. Neria, R. Marshall, & E. Susser (Eds.), *9/11: Public health in the wake of terrorist attacks*. Cambridge University Press.
- Godwin, L., & Rennecker, J. (2005). Connecting across miles and wires: Examining collaborative capital development in virtual spaces. In M. Beyerlein, S. Beyerlein, & F. Kennedy (Eds.), *Advances in interdisciplinary studies of work teams* (Vol. 11, pp. 91–113). Elsevier JAI Press.
- Bilimoria, D., & Godwin, L. (2005). Engaging people's passion: The leadership challenge. In R. Sims & S. Quatro (Eds.), *Leadership challenges for management: Succeeding in today's competitive environment*. M.E. Sharpe.

## JOURNAL ARTICLES (PEER-REVIEWED)

- Godwin, L. (Under review) Tending the Full Threshold of Transformation: The Change Leader as Midwife and Hospice Worker. *Organization Development Review*.
- Godwin, L. (2023). How will you choose to lead? Three leadership principles and practices for net-positive OD leadership. *Organization Development Review*, 55(3), 25–31.
- Cooperrider, D., & Godwin, L. (2023). Our Earthshot moment: Net-positive OD for the creation of a world of full-spectrum flourishing. *Organization Development Review*, 54(1), 29–42.
- Kaplan, S., & Godwin, L. (2023). *Experiential Intelligence (XQ): Mindsets + abilities + know-how*. Rotman Management, Spring 2023.
- Bittner, M. B., Gibson, J., Godwin, L., McGuigan, M., Powell, M., Solomon, C. M., Stull, C., Walker, A., & Zerapio, O. (2022). Co-creating a roadmap for inclusion: Dealer Tire's conversations on inclusive leadership. *AI Practitioner*, 24, 66–74.
- Godwin, L., & Stavros, J. (2021). Appreciative Inquiry: A life-giving personal operating system. *AI Practitioner*, 23, 61–79.
- Godwin, L., & Stavros, J. M. (2021). Exploring your personal operating system as an OD practitioner. *Organization Development Review*, 53(2), 19–23.
- Pavez, I., Godwin, L., & Spreitzer, G. (2021). Generative scholarship through prospective theorizing: Appreciating the roots and legacy of organization development and change to build a bright future. *Journal of Applied Behavioral Science*, 57(4).
- Whitaker, B., Thatchenkery, T., & Godwin, L. (2020). The development and validation of the appreciative intelligence scale. *Human Performance*, 33(2–3), 191–213.
- Godwin, L., & Verhejen, L. (2020). Appreciative inquiry is made for times like ours. *AI Practitioner: International Journal of Appreciative Inquiry*, 22(2), 3–4.
- Sommer, C., Stavros, J. M., & Godwin, L. (2019). AIM2FLOURISH: An experiential, global learning inquiry about business for good. *AI Practitioner*.
- Godwin, L. (2016). Appreciative inquiry: Three decades of generative impact. *AI Practitioner: International Journal of Appreciative Inquiry*, 18(1), 24–29.
- Cooperrider, D., & Godwin, L. (2015). Elevation and change: An eight-step platform for leading positive change. *AI Practitioner: International Journal of Appreciative Inquiry*, 17(3), 7–17.
- Sekerka, L., Godwin, L., & Comer, D. (2014). Positive organizational ethics: Cultivating and sustaining moral performance. *Journal of Business Ethics*, 119(4), 435–444.
- Sekerka, L., Godwin, L., & Charnigo, R. (2014). Motivating managers to develop moral curiosity. *Journal of Management Development*, 33(7), 709–722.
- Cooperrider, D., Godwin, L., Boland, B., & Avital, M. (2012). The appreciative inquiry summit: Explorations into the magic of macro-management and crowdsourcing. *AI Practitioner: International Journal of Appreciative Inquiry*, 14(1), 4–9.
- Godwin, L., Bodiford, K., & Kaplan, P. (2012). Beyond the room: Leveraging collaborative technology to engage the whole system. *AI Practitioner: International Journal of Appreciative Inquiry*, 14(1), 74–78.
- Godwin, L. (2012). Examining the impact of moral imagination on organizational decision making. *Business and Society*, 1–25.
- Whitaker, B., & Godwin, L. (2012). Moral imagination in the workplace: Contextual, cognitive, and dispositional antecedents. *Journal of Business Ethics*, 114(1), 61–74.
- Godwin, L., & Glavas, A. (2012). Is the perception of "goodness" good enough? Exploring the relationship between perceived corporate social responsibility and employee organizational identification. *Journal of Business Ethics*, 114(1), 15–27.
- Sekerka, L., Godwin, L., & Charnigo, R. (2012). Use of balanced experiential inquiry to build ethical strength in the workplace. *Journal of Management Development*, 31(3), 275–286.
- Boyatzis, R., Brizz, T., & Godwin, L. (2011). The effect of pastoral leaders' emotional intelligence competencies on parish vibrancy. *Journal of Leadership & Organizational Studies*, 18(2), 192–206.
- Sekerka, L., & Godwin, L. (2010). Strengthening professional moral courage: A balanced approach to ethics training. *Training & Management Development Methods*, 24(4), 63–74.

## JOURNAL ARTICLES (PEER-REVIEWED) CONTINUED

- Bright, D., & Godwin, L. (2010). Encouraging social innovation in global organizations: An integration of planned and emergent change approaches. *Journal of Asia-Pacific Business*, 11(3), 179–196.
- Godwin, L., & Kaplan, S. (2008). Designing e-learning environments: Lessons from an online workshop. *Innovate: Journal of Online Education*, 4(4).
- Godwin, L., & Kaplan, S. (2008). AI version 2.0: New models of appreciative inquiry in the digital age. *AI Practitioner*, May, 8–13.
- Godwin, L., & Neville, M. G. (2008). Learning from a whole-system, strength-based approach: A case of collaborative curriculum development. *Journal of Quality and Participation*, 31(1), 11–14.
- Godwin, L., Stevens, C., & Brenner, N. (2006). Forced to play by the rules? Theorizing how mixed-sex founding teams benefit women entrepreneurs in male-dominated contexts. *Entrepreneurship Theory and Practice*, 30(5), 623–642.
- Rennecker, J., & Godwin, L. (2005). Delays and interruptions: A self-perpetuating paradox of communication technology use. *Information & Organization*, 15(3), 247–266.

## PEER-REVIEWED CONFERENCE PRESENTATIONS

- Bernstein, R., Godwin, L., & Trinh, M. (2025). Rethinking our approach to DEI: Three innovative tools for transformation. Paper development workshop presented at the Academy of Management Annual Meeting, Copenhagen, Denmark.
- Sekerka, L., Godwin, L., & Charnigo, R. (2010). Getting curious about ethics: Cultivating intrinsic motivation toward moral awareness in the workplace. Paper presented at the Australian Association for Professional and Applied Ethics National Conference, Sydney, Australia.
- Godwin, L., & Stevens, C. (2004). Are birds of a feather better? Theorizing the impact of diversity on entrepreneurial founding teams. Paper presented at Institute for Behavioral and Applied Management Conference, Providence, RI.
- Godwin, L., & Parthiv, P. (2013). Embedding PRME principles in the curriculum. Paper presented at the ACBSP Annual Conference, Salt Lake City, UT.
- Sekerka, L., Godwin, L., & Charnigo, R. (2010). Building managers' desire to act ethically: A field study using experiential-based ethics training. Paper presented at the EABIS Experiential Learning Congress, Berlin, Germany.
- Godwin, L., Stevens, C., & Bradley, S. (2010). Do good apples grow from good seeds? Exploring how social entrepreneurs influence the moral imagination of their ventures. Paper presented at the Vincentian Business Ethics Conference, Chicago, IL.
- Whitaker, B., Godwin, L., & Bradley, S. (2010). Individual and contextual influences on moral imagination in the workplace. Paper presented at the Academy of Management Annual Meeting, Montreal, Canada.
- Sekerka, L., & Godwin, L. (2010). Building professional moral courage: Exercising employees' moral muscles through balanced experiential inquiry. Paper presented at the Academy of Management Annual Meeting, Montreal, Canada.
- Godwin, L., Whitaker, B., & Bradley, S. (2010). Shaping morality? Exploring the relationship between business education and moral imagination and moral decision making. Paper presented at the Society for Business Ethics Annual Meeting, Montreal, Canada.
- Godwin, L. (2009). Examining the impact of moral imagination on organizational decision making. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
- Godwin, L., & Leishman, B. (2009). Exploring the impact of codes of ethics on behavioral intentions in the workplace. Paper presented at the Society for Business Ethics Annual Meeting, Chicago, IL.
- Neville, M. G., Leigh, J., & Godwin, L. (2009). Business education innovation: Learning from liberal arts models. Roundtable presentation at the OB Teaching Conference, Charleston, SC.
- Boyatzis, R., Brizz, T., & Godwin, L. (2008). The effect of pastoral leaders' emotional intelligence competencies on parish vibrancy. Paper presented at the ARNOVA Annual Conference, Philadelphia, PA.
- Godwin, L. (2008). Exploring the best of both worlds: Undergraduate business and liberal arts education. Panel presentation at the Academy of Business Education Annual Conference, Hilton Head, SC.
- Kaplan, S., Kaplan, P., Godwin, L., & Fry, R. (2007). Expanding the impact of appreciative inquiry through positive change networks. Workshop presented at the International Conference on Appreciative Inquiry, Orlando, FL.

## PEER-REVIEWED CONFERENCE PRESENTATIONS (CONT)

- Godwin, L., & Neville, M. G. (2007). Designing a degree that works: Rethinking our approach to undergraduate management education. Paper presented at the Institute for Behavioral and Applied Management Conference, Reno, NV.
- Godwin, L. (2007). Creating mutual benefit: Factors that impact an individual's moral imagination. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Godwin, L., Adler, N., & Whitehouse, P. (2006). Rethinking management education. Workshop presented at the Global Forum: Business as an Agent of World Benefit, Cleveland, OH.
- Godwin, L., & Bright, D. (2006). Transformative business innovations for mutual benefit: The role of business as an agent of benefit. Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Brenner, N., Godwin, L., Bilimoria, D., O'Neil, D., & Piderit, S. (2006). Turning a blind eye: Executive women conforming to the gendered organization. Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Godwin, L. (2006). Teach our children well: A research agenda for management education. Interactive paper presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Neville, M. G., & Godwin, L. (2005). Bringing society alive in the classroom: Business as agent of world benefit. Workshop presented at the International Conference on Knowledge, Culture and Change in Organizations, Rhodes, Greece.
- Stevens, C., Godwin, L., & Schultz, B. (2005). Are birds of a feather better? Exploring the impact of gender and racial diversity on entrepreneurial founding teams' success. Paper presented at the Babson-Kauffman Entrepreneurship Research Conference.
- Godwin, L., & Brenner, N. (2005). Seeing only shadows: A theory of gender-blindness among executive women. Paper presented at the Academy of Management Annual Meeting, Honolulu, HI.
- Godwin, L., & Brenner, N. (2004). Forced to play by the rules? Theorizing the impact of women entrepreneurs' choice in partners on their access to resources. Paper presented at the Academy of Management Annual Meeting, New Orleans, LA.
- Rennecker, J., & Godwin, L. (2004). More, faster, farther or too much, too fast, too far? Exploring the paradoxes of instant messaging. Paper presented at the Academy of Management Annual Meeting, New Orleans, LA.
- Neville, M. G., & Godwin, L. (2004). Bringing society alive in the classroom. Working paper presented at the Institute for Behavioral and Applied Management Conference, Providence, RI.
- Rennecker, J., & Godwin, L. (2003). Theorizing the unintended consequences of instant messaging (IM) use for worker performance. Paper presented at the Academy of Management Annual Meeting, Seattle, WA.

## CONFERENCE LEADERSHIP

- Global Appreciative Inquiry Jam Chairperson | Cooperrider Center (2025, 2023, 2022, 2020, 2019, 2018, 2017)
- Organization Development Network Annual Conference Keynote & AI Summit Track Facilitator (2023)
- World Positive Education Accelerator (2018) Conference Chairperson & Facilitator
- International Advisory Board (2019) World Conference on Appreciative Inquiry, Nice, France
- International Advisory Board (2015) World Conference on Appreciative Inquiry, Johannesburg, South Africa
- International Advisory Board (2012) World Conference on Appreciative Inquiry, Ghent Belgium
- Conference Co-Chair (2009) World Conference on Appreciative Inquiry, Kathmandu, Nepal
- Workshop Chair, Content Chair, and Facilitator (2007) International Conference on Appreciative Inquiry, Orlando, FL

## PROFESSIONAL ASSOCIATIONS

### Academy of Management

Division member of Organizational Behavior and Social Issues in Management

## OTHER PROFESSIONAL EXPERIENCE

- Co-Founder & Chief Creativity Officer, Ditch the Ditty (2018 – present)
- Co-Founder & Connector-in-Chief, Educating the New Humanity, LLC (2020- present)
- Consultant & Facilitator, OvationNet (2005 - 2012)
- Director, University Dispute Resolution Project, George Mason University, (2001-2002)

## SELECTED CLIENTS

- The United Nations
- The Association for Association Executives (ASAE)
- The International Federation of the Red Cross & Red Crescent
- Imagine Nepal
- Imagine Tampa
- Weatherhead School of Management
- Dealer Tire
- Dent Wizard
- Green Mountain Coffee Roasters
- The Leahy Environmental Center (ECHO)
- George Mason University
- World Vision
- Ben & Jerry's
- The Hershey Company
- Houston Schools
- California Teachers Association
- Vermont Federal Credit Union
- OVR Technology

## SELECTED APPRECIATIVE INQUIRY SUMMIT ENGAGEMENTS

*Selected examples of large-scale change processes I have designed and facilitated across sectors include:*

- **United Nations Global Compact Leaders Summit** | Co-facilitator of global Appreciative Inquiry Summit engaging business, government, and civil society leaders in advancing corporate responsibility and sustainable development
- **Green Mountain Coffee Roasters** | Designed enterprise-wide Appreciative Inquiry Summits to align strategy, culture, and social responsibility initiatives around Great Places to Work priorities
- **Dent Wizard** | Co-designed and facilitated system-wide Appreciative Inquiry Summit engaging employees across functions to drive strategic alignment and performance
- **Dealer Tire** | Co-designed and facilitated virtual, system-wide Appreciative Inquiry process during COVID-19, engaging stakeholders in inclusive leadership and change
- **The Hershey Company (Hersheypark)** | Co-designed and facilitated Appreciative Inquiry Summit to reimagine and enhance the customer experience within the park
- **George Mason University** | Co-designed and facilitated Appreciative Inquiry Summit on diversity, inclusion, and wellbeing, engaging university stakeholders in shaping a more inclusive campus experience
- **Leahy Center (ECHO), Champlain College** | Co-designed and facilitated environmental summit, "Inspiring Innovative Solutions: One Drop at a Time" focused on climate change resilience and stormwater innovation
- **World Positive Education Accelerator (WPEA)** | Co-convened global Appreciative Inquiry Summit with the Cooperrider Center for Appreciative Inquiry and the International Positive Education Network (IPEN), engaging educators, students, policymakers, and cross-sector leaders to advance wellbeing and human flourishing in education
- **International Federation of Red Cross and Red Crescent Societies (IFRC)** | Co-designed and facilitated global virtual Appreciative Inquiry process to support building a more inclusive, values-aligned organizational culture