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Vanessa is Associate Professor of Organizational Behavior at the Peter T. Paul College of Business & Economics at the University of New Hampshire. She is an applied psychologist who uses her deep knowledge of social systems to help answer real-world questions facing organizations such as: How should a self-managing team lead itself? Why do team researchers refer to teams as “hot-beds” of emotion – and what does that mean for effective team leadership? She has twice received awards for papers deemed both rigorous and practical from the *Center for Creative Leadership* in Greensboro North Carolina. Her *Harvard Business Review* (HBR) article (with S. Wolff) on emotionally intelligent teams was selected as an HBR Breakthrough Idea and has been re-printed four-times in collections of HBR’s most popular articles. She is an award-winning teacher who consults with leaders and teams in organizations ranging *Fortune 500* corporations to non-profits around the world. She is currently working on a book about building effective team collaboration.