

COLIN M. FISHER

HARVARD UNIVERSITY
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EDUCATION

HARVARD UNIVERSITY/HARVARD BUSINESS SCHOOL, 2004-present

Ph.D. in Organizational Behavior, anticipated 2010

Dissertation: *The timing and type of team coaching interventions*

Winner: State Farm Doctoral Dissertation Award, General Business, 2008

Finalist: INFORMS/Organization Science Dissertation Competition, 2008

A.M. in Social Psychology, 2007

NEW YORK UNIVERSITY, 2000-2002

M.A. in Individualized Study, 2002

Thesis: *Analyzing improvised musical performances*

NEW ENGLAND CONSERVATORY OF MUSIC, 1996-2000

Bachelor of Music in Jazz Performance, 2000

RESEARCH INTERESTS

My research focuses on how teams and individuals improvise (perform novel actions in real time). I investigate improvisational processes in three contexts: (a) team leadership and coaching, (b) creativity, and (c) negotiations.

PUBLICATIONS

Wageman, R., Fisher, C.M., & Hackman, J.R. (in press). Timing is everything: The importance of finding the right moment in leading teams. *Organizational Dynamics*.

Amabile, T.M. & Fisher, C.M. (in press). Stimulate creativity by fueling passion. In E. Locke (ed.) *Blackwell Handbook of Principles of Organizational Behavior (2nd Edition)*. Wiley-Blackwell: London.

Fisher, C.M. & Amabile, T.M. (2009). Creativity, improvisation, and organizations. In T. Rickards, M.A. Runco, & S. Moger (eds.) *The Routledge Companion to Creativity*. Routledge: New York, 13-24.

[Reprinted (2009). Creativity, improvisation, and organizations. *Rotman Magazine*, University of Toronto, Winter 2009, 40-45.]

Fisher, C.M. (2007). *What team leaders see: Towards an understanding of the timing of team leader coaching interventions* (Report No. 6). Washington, D.C.: Intelligence Technology Innovation Center at the Central Intelligence Agency.

Balachandra, L., Barrett, F., Bellman, H., Fisher, C.M., & Susskind, L. (2005). Improvisation and mediation: Balancing acts. *Negotiation Journal*, 4: 425-434.

WORKING PAPERS

- Fisher, C.M., Lingo, E.L., & McGinn, K. Teams, agents, and individuals: Negotiation improvisations and outcomes. (Manuscript in preparation).
- Fisher, C.M. What influences when: The antecedents of the timing and form of team leader interventions. (Manuscript in preparation).
- Fisher, C.M. It's not what you play, it's how you play it: A new approach to evaluating improvised musical performances. (Manuscript in preparation).

RESEARCH IN PROGRESS

- Fisher, C.M. Now and later: How the timing and type of team coaching intervention introduce tradeoffs for teams. (Analyses in progress).
- Fisher, C.M., & Amabile, T.M. Collaborative and helping behaviors in creative teams at a design firm. (Data collection in preparation).
- Wageman, R., & Fisher, C.M. How team purposes and organizer behaviors shape group effectiveness in self-organized civic action groups: A field experiment. (Data collection in preparation).
- Fisher, C.M. & Barrett, F.J. Did I mean to do that? Intention, improvisation and embodied knowledge in organizations. (Theoretical work in progress).
- Fisher, C.M. How do you measure a metaphor? Measuring improvisation. (Data collection in progress).

REFEREED CONFERENCE PRESENTATIONS

- Fisher, C.M. & Barrett, F.J. (2009, August). Responsiveness in jazz improvisation: Lessons across levels. In J.P. Stephens (chair), *The work of making music: New notes and fresh sounds*. Symposium presented at the meeting of the Academy of Management, Chicago, IL.
- Fisher, C.M. (2009, July). Now and later: How the timing and type of team coaching intervention introduce tradeoffs for teams. Interdisciplinary Network for Group Research Conference, Colorado Springs, CO.
- Fisher, C.M. (2008, October). Is timing everything? When and how team coaching interventions work. In K. Lewis (chair), Organization Science Dissertation Competition Finalists' Workshop. Workshop presented at the meeting of the Institute for Operations Research and Management Sciences (INFORMS), Washington, D.C.
- Fisher, C.M. (2008, May). The timing and type of team coaching interventions. Trans-Atlantic Doctoral Conference at London Business School, London.
- Fisher, C.M. (2007, August). Leadership lessons from jazz ensembles. In R. Wageman (chair), Leadership lessons from unusual places. Symposium presented at the meeting of the Academy of Management, Philadelphia, PA.
- Fisher, C.M., Wageman, R., & Hackman, J.R. (2006, July). What team leaders see: Towards an understanding of the timing of team leader coaching interventions. Interdisciplinary Network for Group Research Conference, Pittsburgh, PA.

Barrett, F.J., Fisher, C.M., & Sarath, E. (2005, October). What negotiators can learn from jazz improvisation. In M. Wheeler (chair), *Improvisation in Negotiation*. Symposium presented at a special event of the Program on Negotiation, Harvard Law School, Cambridge, MA

HONORS AND GRANTS

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management Annual Conference, 2009

Nebel T&L Fellowship for Dissertation Completion, 2009-10

Wyss Fellowship (HBS Doctoral Stipend), 2004-2009

Program on Negotiation "Next Generation" Fellow, 2005

Harvard Psychology Department Stimson Fund Grants, 2005, 2006, 2008

Arts International Grant, 2004

International Association of Jazz Educators "Award for Service to Jazz Education," 2002

TEACHING INTERESTS

Organizational Behavior, Team Dynamics, Creativity, Leadership, Social Psychology of Organizations, Negotiations, Human Resource Management, Research Methods

TEACHING EXPERIENCE

Teaching Fellow, Harvard University

Course: *Social Psychology of Organizations*, Prof. J. Richard Hackman, 2005

New England Conservatory, Instructor and Teaching Assistant, 1998-2000

Courses: Rudiments, Keyboard Rudiments, Solfege, Harmony

Kaplan Test Prep, Inc., 2001-2004

Teacher Trainer, Teacher, and Curriculum Development

Residencies and Masterclasses

Artist-in-Residence, Ethiopian National Music Festival, Addis Ababa, Ethiopia, 2004

Artist-in-Residence, International Festival of Movement and Dance on the Volga, Yaroslavl, Russia, 2000

Masterclasses in jazz improvisation, 2000-2006

At ten schools, including Yared Music School, Addis Ababa, Ethiopia;
Penn State University, State College, PA;

PROFESSIONAL SERVICE

Academy of Management Conference (2008-9) Organizational Behavior, Management and Organizational Cognition, and Conflict Management ad hoc reviewer

Organization Studies, (2009-present) ad hoc reviewer

Psychology of Aesthetics, Creativity, and the Arts, (2008-present) Student Editorial Board

Routledge Publishing, (2009-present) ad hoc book proposal reviewer

MEDIA

Fisher, C.M. (2008). Xanadu: The muse as our interest in art. In K. Davidov (ed.), *Xanadu: The making of a Broadway Musical*. XYZ Publishing: New York.

Schaffer, J., Fisher, C.M., & Powers, A. (February, 2008). "Soundcheck: Do musicians still have muses?" WNYC 93.8 FM, National Public Radio.

OTHER WORK EXPERIENCE

Either/Orchestra, trumpet, 1998 – 2007

Tours: U.S., 1998-2004; Europe, 1998, 2000, 2006; Africa, 2004

Down Beat Magazine "Rising Star, Big Band" 1st place, 1998-2004

The Boston Phoenix, nominated "Best Jazz Band in Boston," 1997-2006,
1st place: 1997, 1999

Boston Music Awards, nominated "Best Local Jazz Group," 1998-2006,
1st place 2000, 2003

Discography

Mahmoud Ahmed and Either/Orchestra: Live in Paris (DVD, Buda Music, 2007); *Live in Addis*, (Ethiopiquest, 2004); *Neo-Modernism* (Accurate Records, 2003); *Afro-Cubism* (Accurate Records, 2002); *More Beautiful Than Death* (Accurate Records, 2000); *Coalescence* (Miracle Productions, 1998)

REFERENCES

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