

Brian Ganson, J.D.

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Professor Brian Ganson is an expert on socio-political risk mitigation, conflict prevention and resolution, and third party roles in post-conflict and other complex environments. His research, writing, teaching and consulting focus at the nexus of business, conflict, and development.

Brian Ganson is Professor and Head of the Africa Centre for Dispute Settlement (ACDS) at the University of Stellenbosch Business School, a platform for research and dialogue at the nexus of business, conflict and development. ACDS works with business, government, labour and communities to reduce the costs of conflict and increase collaborative opportunities.

Prof. Ganson's focus is on particularly challenging environments. Examples of his advisory work include conflict risk assessment and mitigation planning with mining companies in Africa and Latin America; collaboration with NGOs on engagement strategies for mining affecting communities in the DRC and peace-positive development in Kosovo; and conflict mapping to advance a comprehensive extractive industries policy for a Latin American government. He has counseled UN agencies as well as the IFC on their operations in the context of violent socio-political conflicts; advised UNDP on their extractives industries strategy for Africa; and was Chair of the Expert Panel for the evaluation of the work of the Food and Agriculture Organization of the United Nations in post-crisis transition. His work helps multi-national corporations, development agencies, and inter-governmental organizations meet their full range of goals in emerging economies and post-conflict societies.

Prof. Ganson integrates academic and field perspectives to provide practice- and policy-relevant insight. He is (among other work) co-author of the books, *BUSINESS AND CONFLICT IN FRAGILE STATES: THE CASE FOR PRAGMATIC SOLUTIONS*, and *MANAGING IN COMPLEX ENVIRONMENTS: QUESTIONS FOR LEADERS*. Most recently, he is co-author of *Business and Peace: The Impact of Firm-Stakeholder Relational Strategies on Conflict Risk* in the *Academy of Management Review*. He also co-leads an international consortium exploring conflict analysis through the tools of data science. This and other research addresses the relationships between the private sector and conflict, human rights, and inclusive development.

Prof. Ganson has taught negotiation, mediation, and conflict risk mitigation for more than 30 years in both executive education and degree programmes at leading institutions including Harvard University; Stellenbosch University; The Fletcher School, Tufts University; and the University of Cape Town. He was first qualified as a family mediator at age 20, and later worked in formal mediation as a practitioner, trainer, and clinical supervisor with the Harvard Mediation Program. He has worked with companies, communities, governments, and development actors to implement systems for conflict prevention and resolution at the local, national and international levels. He specializes in negotiation and mediation in contexts of social and political strife.

Prof. Ganson was previously a Senior Researcher with the Fletcher School Center for Human Rights and Conflict Resolution, and a Director of Conflict Management Group, a non-profit consulting firm founded to apply the innovative approaches of the Harvard Negotiation Project to protracted conflicts of public importance. He was a co-founder of the Organization Practice of Mitchell Madison Group, where he consulted to Fortune 100 companies across a variety of industries. Earlier he served as Chief of Staff to the Assistant Secretary for Civil Rights in the U.S. Department of Education. He began his career as a human rights advocate in Texas, helping to expand access to quality higher education for underserved populations.

He received his Juris Doctor with honors from the Harvard Law School, his Master of Arts in Law and Diplomacy from The Fletcher School, Tufts University, and his Bachelor of Arts in history with high distinction from the University of Michigan.



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