



**THE HARVARD BUSINESS SCHOOL CLUB
OF GREATER NEW YORK**

Narcissism at Work

Despite recent articles and books extolling the value of humility and emotional intelligence among business leaders, narcissism still abounds. An understanding of narcissism can provide an explanation for many of the more unfortunate dynamics and outcomes in the workplace.



In this presentation, **Benjamin Dattner, Ph.D.**, Industrial and Organizational Psychologist, and **Allison Dunn**, Executive Career Coach, will share with you the potential benefits and risks of narcissism in the workplace, including the impact of narcissism on decision making, communication and feedback, group and team dynamics, organizational culture, motivation and incentives, fairness and justice, and retention and succession planning. Criteria for the assessment of narcissism and recommendations for how to deal with it will also be provided.

Dr. Benjamin Dattner, Principal of Dattner Consulting, LLC, has helped a wide variety of corporate and non-profit organizations become more successful by developing a better understanding of the impact of individual psychology and group dynamics on their performance. His consulting services enable organizations to make better hiring and staffing decisions, to enhance the professional capabilities of managers and employees, to configure teams more effectively, and to reduce the amount of interpersonal and intergroup conflict.

Ben received a BA in Psychology from Harvard College, and his MA and Ph.D. in Industrial and Organizational Psychology from New York University, where he was a MacCracken Fellow. Ben is an Adjunct Professor at New York University, where he teaches Organizational Development in the Industrial and Organizational Psychology MA Program, and at Marist College at the New York City Police Academy, where he teaches Organizational Change in the MPA Program.

Allison Dunn, Executive Coach, Dattner Consulting, LLC, spent seven years in the financial services industry, working in brokerage, credit services, and online banking, and focusing on marketing, analysis, and operations management. Allison now specializes in coaching individual leaders, helping them to clarify their goals and achieve their strategic objectives. She also works with teams, facilitating the improvement of their capabilities in both the task and interpersonal realms, and with organizations, enabling them to become more effective and efficient by overcoming the technical and organizational barriers to change.

This event took place on Tuesday, March 23, 2004 at Thomas Weisel Partners, 390 Park Avenue (54th Street), 2nd Floor. It was organized by Angela Piscitello '95.

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