



## TONY L. SIMONS

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As an associate professor at Cornell University's [School of Hotel Administration](#), Simons teaches, does research, and consults on executive and employee management issues. His work focuses on trust, accountability and measurement in leadership, teamwork, employee climate, and negotiations. Trust, when it is earned, makes a huge difference for change implementation, for creative problem solving, for employee retention, for customer service, and ultimately, for company profitability.

Simons wrote *The Integrity Dividend: Leading by the Power of Your Word* (Jossey Bass, 2008), and has published over 28 journal articles for both managerial and scholarly audiences. His work has appeared in the *Harvard Business Review*, *Organization Science*, *The Journal of Applied Psychology*, and *The Academy of Management Journal*. Professor Simons has spoken and trained executives in negotiation skills and in leadership at Northwestern University's Kellogg School, Cornell University and in seminars around the U.S. and Europe.