

John Angus Daniel Hildreth

Walter A. Haas School of Business | University of California, Berkeley
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EDUCATION

UNIVERSITY OF CALIFORNIA, BERKELEY

PhD	Doctor of Philosophy	(Organizational Behavior)	anticipated May 2015
MS	Master of Science	(Organizational Behavior)	December 2012
MBA	Master of Business Administration	(Business Administration)	May 2010

INSTITUTE AND FACULTY OF ACTUARIES

FIA	Fellow of the Institute of Actuaries	(Actuarial Science)	July 2002
Dipl	Diploma in Actuarial Techniques	(Actuarial Science)	July, 2000

UNIVERSITY OF CAMBRIDGE

MA	Master of Arts	(Mathematics)	March 2000
BA	Bachelor of Arts	(Mathematics)	June, 1996

RESEARCH INTERESTS

Organizational behavior, functioning and effectiveness of top teams
Social psychology of hierarchy, power and status
Moral psychology of loyalty and ethical decision making

REFERREED PUBLICATIONS

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MANUSCRIPTS UNDER REVIEW

Hildreth, J.A.D., Moore, D.A., & Blader, S.L. Revisiting the instrumentality of voice: Having a voice in the process makes people think they will get what they want. *Social Justice Review*

Anderson, C., **Hildreth, J.A.D.**, & Howland, L. [Status Theory Paper]. *Psychological Bulletin*

WORK IN PROGRESS

Hildreth, J.A.D., Anderson, C. Power and Group Behavior (manuscript preparation).

Hildreth, J.A.D., Gino, F., & Bazerman M. Close relationships and ethics (manuscript preparation).

Self, W.T., Mellers, B.A., Tetlock, P.E., Mitchell, G. & **Hildreth, J.A.D.** Calibrating process and outcome accountability systems in the workplace to meet fairness and efficiency goals (manuscript in preparation).

Chatman, J.C., **Hildreth J.A.D.** & Anderson, C. How leader status affects organizational culture (data analysis).

Cowan, J., Anderson, C. & **Hildreth, J.A.D.** Credit sharing and status (data collection).

GRANTS, FELLOWSHIPS, AWARDS

Grants

Institute for Research on Labor and Employment Graduate Student Research Grant	2013
UC Berkeley COR Research Enabling Grant	2012-13
Haas School of Business Behavioral Lab Mini Grants (\$3,000)	2013
UC Berkeley Experimental Social Psychology Laboratory Grant (\$1,000)	2012
Haas School of Business Behavioral Lab Mini Grants (\$4,500)	2012
UC Berkeley Experimental Social Psychology Laboratory Grant (\$1,000)	2011
Haas School of Business Behavioral Lab Mini Grants (\$3,000)	2011
UC Berkeley Experimental Social Psychology Laboratory Grant (\$2,000)	2010

Fellowships

Institute and Faculty of Actuaries	2002
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Awards

UC Berkeley, MBA Honors list (top 10%)	2010
UC Berkeley, Gloria W. Appel Award for Outstanding Leadership in Entrepreneurship	2010
UC Berkeley, Certificate in Entrepreneurship	2010
UC Berkeley, Haas School of Business, Merit Scholarship (50%)	2008-2010
Chicago Graduate School of Business, Merit Scholarship, (Not taken)	2008
London Business School, Annual fund Scholarship, (Not taken)	2008

CONFERENCE PRESENTATIONS

UNIVERSITY SERVICE

Graduate Assembly (Berkeley Graduate student Government) – Delegate	2010-2013
- University Honor Code Committee /Academic Integrity Task Force	2013
- Communications committee	2011-2012
- International student committee	2010-2011
Haas MORS PhD Student Group Coordinator	2011-2013

PROFESSIONAL SERVICE

Academy of Management Symposium Reviewer	2011 -2013
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PROFESSIONAL AFFILIATIONS

Member, Academy of Management	2009 - present
Member, Society for Personality and Social Psychology	2010 - present
Member, Society for Judgment and Decision Making	2011 - present
Member, Society for Business Ethics	2013 - present
Member, Institute and Faculty of Actuaries	1997 - present
Fellow, Institute and Faculty of Actuaries	2002 - present

TEACHING INTERESTS

Organizational Behavior, Leadership, Business Ethics, Power and Politics, Negotiations, Managerial Decision-Making, Research Methods

TEACHING EXPERIENCE

Haas School of Business, University of California, Berkeley **Fall 2013**
EW MBA254-3A Power and Politics Online Class (GSI for Professor Cameron Anderson)

Haas School of Business, University of California, Berkeley **Fall 2011 & Fall 2012**
MBA254-1A & 1B Power and Politics in Organizations (GSI for Professor Cameron Anderson)

PROFESSIONAL EXPERIENCE

PRICEWATERHOUSECOOPERS IL **NEW YORK, US**
Senior Manager Office of the Global CEO **2005-2007**

- Managed the Office of the Global CEO of a \$25 Billion Revenue organization of 150,000 people
- Oversaw the day-to-day affairs of PwC's Global CEO and PwC's top three global executive teams including the PwC Leadership Team (top 8 global executives), PwC's Global Management Team (top 10 global functional leaders) and PwC's Extended Leadership Team (the eighteen most powerful regional and territory CEOs and global functional leaders).
- Crafted the strategic agendas and oversaw all internal communication and information flow of these top teams.
- Drove the 'Agenda for the Future,' a once in a decade strategic review of PwC's short-, medium-, and long-term goals affecting multi-billion dollar spend on communication /work platforms, the global network structure and organizational culture.
- Partnered extensively with PwC's global leaders to create and communicate strategy, manage network crises and operations, and reposition the brand and culture for an organization of 150,000 people.
- Oversaw the business content of PwC's Annual Global Leadership Summit of 150 country and regional CEOs, 50 global industry and functional leaders, and members of PwC's Global Board and global leadership teams.
- Created and directed an innovative business program for PwC's premier annual global leadership conference which received universal acclaim from PwC's 200+ most senior executives.
- Led a team of 50 and managed key stakeholders globally to successfully deliver a four-day international conference which received 20% higher positive feedback than any previous year.
- Developed and delivered presentations on diverse subject matter for the CEO and Global Board.
- Established global town hall meetings in London and New York for 500 partners and staff.

- Designed and implemented IT platforms to facilitate improved knowledge management and communication among global leaders. Streamlined finances to reduce costs by more than \$1m.

PRICEWATERHOUSECOOPERS LLP

LONDON, UK

Senior Manager	HR Transaction Services	2005 & 2008
Manager	HR Transaction Services	2004 - 2005
Manager	Mergers & Acquisitions, Human Resource Services	2003 - 2004
Manager	Financial Accounting & Reporting, Global Human Resource Services	2002 - 2003
Consultant	Financial Accounting & Reporting, Global Human Resource Services	2001 - 2002

- Directed an international team from 15 countries to deliver the largest HR vendor due diligence project for a Fortune 500 company, which generated more than US \$1 million in fee income.
- Identified and converted business opportunities which expanded the scope of client engagements, generated additional fee income of US \$1 million, and enhanced client relationships.
- Mentored and coached management, mid-level, and entry-level employees in daily job responsibilities, and introduced a radically different approach to managing staff career development which was widely adopted.
- Cultivated positive and enduring relationships with a high profile network of international contacts within PwC and throughout the business community in the UK and overseas.
- Led international multi-disciplinary teams of 30+ members on wide ranging global projects.
- Created and implemented an innovative financial system which improved key performance indicators significantly, and reduced cash collection times by 40%.
- Graduated from PwC's 2004 Young Leadership Program, which was a 1-year course sponsored by the UK Firm for high-potential managers that accelerated the development of leadership skills.
- Acknowledged for vision, drive and innovation with a Business Team Recognition Award

AON CONSULTING

LONDON, UK

Consultant	Actuarial Benefits Consulting	2000
Assist. Consultant	Actuarial Benefits Consulting	1999 - 2000
Actuarial Student	Actuarial Benefits Consulting	1997 - 1999

- Investigated the mortality experience for one of the Company's largest client pension plans, which led to the trustees securing additional funding from the plan sponsor to enhance the security of plan members' benefits.
- Wrote a valuation program for one of the team's most complex benefit plans, which included learning the programming language, understanding the plan benefits and researching regulatory and trust rules.
- Chairman of the Office Social Committee. Planned events for an office of more than 200 people

REFERENCES

Cameron P. Anderson

Lorraine Tyson Mitchell Chair in Leadership & Communication II
Haas School of Business
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Jennifer A. Chatman

Paul J. Cortese Distinguished Professor of Management
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Leif D. Nelson

Barbara and Gerson Bakar
Faculty Fellow
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