

MARGARITA CANAL

Assistant Professor | Organisations Area

Joined the School in 2005

ACADEMIC BACKGROUND

2010 - 2016	Ph.D. in Education, learning and philosophy. Aalborg University, Denmark.
1997 - 2001	Psychoanalyst. Instituto Colombiano de Psicoanálisis, Bogotá, Colombia.
1995 - 1996	Specialist in Conflict Resolution. Universidad Javeriana. Bogotá, Colombia.
1987 - 1991	Psychologist, Universidad Javeriana. Bogotá, Colombia.

TEACHING EXPERIENCE

Courses Taught in Recent Years

Graduate

- The Negotiation Profile
- Negotiation Strategies
- Personal and Professional Development

Undergraduate

- Negotiation Strategies

EXECUTIVE EDUCATION

Conflict Management and Communication Skills

ACADEMIC ACTIVITIES

2013 - to date	Assistant Professor and academic coordinator of the graduate program in Negotiation, School of Management, Universidad de los Andes.
2010 - 2012	External lecturer, Aalborg University. Pedagogical supervisor at the Learning Lab. Lecturer of the Negotiation Seminar at the Business Department.
2010 - 2016	Doctoral student, Department of Learning and Philosophy of Aalborg University, Aalborg, Denmark.
2009 - 2010	Academic coordinator of the graduate program in Negotiation, School of Management. Universidad de los Andes.
2005 - 2010	Assistant Professor, School of Management, Universidad de los Andes.
2003 - 2005	Adjunct Professor, Political Sciences and International Affairs Faculty Universidad Javeriana. Bogotá, Colombia.
2001 - 2003	Full time Professor, Political Sciences and International Affairs Faculty Universidad Javeriana. Bogotá, Colombia.

OTHER PROFESSIONAL ACTIVITIES

Projects

- 2022- to date Director of Trato Hecho, which promotes negotiation research and training.
- 2016 - 2017 Coordinator of designing and implementing two international negotiation events: The International Negotiation Forum, and The Negotiation Challenge (TNC).
- 2015 - 2017 Leader of the Support to career development's Program, at the Management School of UniAndes.

Consultancies

- 2009 - 2010 Participatory Design Methodology for the Air Quality Plan of Bogotá city. Facultad de Administración para el Departamento de Ingeniería Civil y Ambiental. Grupo de Estudios en Sostenibilidad Urbana y Regional (SUR) y la Secretaría Distrital del Medio Ambiente.
- 2008 Coaching for Managers. Desarrollo Gerencial de la Facultad de Administración para Carrefour.
- 2008 - 2009 "A participative methodology to design the Sport's Public Policy 2009-2019, for Bogotá city. Facultad de Administración para la Secretaría de Cultura, Recreación y Deporte.

OTHER PROFESSIONAL EXPERIENCE

- 2005 Pontificia Universidad Javeriana. Center of Psychological Consultancies, Admissions support program coordinator. Coordination and project design for the management of the community conflict. Professional of the Psychotherapeutic Processes Attention Team.
- 2004 Universidad del Rosario Coordinator of the diplomat "Formation of conciliators", Medellín, Colombia.
- 2001-2003 Pontificia Universidad Javeriana. Facultad de Ciencias Políticas y relaciones Internacionales Full time Professor, and Coordinator of the Specialization in Conflict Resolution.
- 1998 - 2001 Reflejo Interactivo Ltda., Manager. Direction and development of consultancies on conflict resolution at organizational communitarian, and educative areas.

RESEARCH

Research Areas

- Ways of giving and receiving feedback
- The potential of self-reflection for the learning process
- Negotiation profiles
- Peace negotiations

Research Projects

- 2022 – 2023 Alliance with Con-Ciencia Social Foundation to develop crowdfunding for two Research Projects: negotiation profiles and peace negotiations in Colombia.

- 2018 – 2022 Changes in students' negotiation profiles and how they affect negotiators ways of capturing value in negotiations. FAPA. Universidad de los Andes.
- 2010 – 2016 Department of Learning and Philosophy, Aalborg University. Doctoral research: The potential of self-reflection in the learning process of collaborative negotiation skills.
- 2007 "Costs of avoided and/or violently managed conflicts within organizations". A pilot study about the tangible costs of avoided and/or violently managed conflicts, in three airline organizations in Colombia. Facultad de Administración, Universidad de Los Andes.
- 2006 - 2007 "Peace and Development Programs in Colombia: Factors that have influenced Community empowerment". Project that analyzes the extent to which communities become empowered, after the implementation of programs developed by the "Development and Peace Organizations or Petroleum Companies" in Colombia.
- 2005 - 2007 "Peace and Development Programs in Colombia: Factors that have influenced Community empowerment". Universidad de Los Andes, Universidad Autónoma de Manizales, The Hauser Center for Nonprofit Organizations, The Weatherhead Center for International Affairs and the David Rockefeller Center for Latin-American of Harvard University and COLCIENCIAS.
- 2003 - 2005 "Consultancy for the development of a baseline, the design and impact indicators of Conciliation in Colombia and its frame rate" Pontificia Universidad Javeriana. Facultad de Ciencias Políticas y relaciones Internacionales para el Departamento de Planeación Nacional (DNP), el Banco Interamericano de desarrollo (BID), el Ministerio del Interior y de Justicia y FONADE.

PUBLICATIONS

Articles in Academic Journals

- 2009 Canal, Margarita, 2009. La comunicación no violenta, una herramienta para mejorar las relaciones. Revista Vinculum. ISSN 0122-1272
- 2007 Escisión-es: una o varias?, 2007. Trabajo teórico-clínico sobre el caso de un paciente. Revista de la Sociedad Colombiana de Psicoanálisis. Publicación 199 Vol. 24, No. 4, 1999.
- 2007 Canal, Margarita, Trujillo, Diana, Wills, Eduardo, Gutiérrez, Roberto, 2007. Incidencia en el empoderamiento a comunidades atendidas por Programas de Desarrollo y Paz y Fundaciones Petroleras en Colombia. Perspectivas Revista de la CAF (Corporación Andina de Fomento).
- 2005 Canal, Margarita y Zapata, María Lucía. 2005. Buen Viento Buena Mar" Rumbo Pymes Éticas y Transparentes. Editado y Publicado Por Transparencia por Colombia. ISBN Obra completa 958-33-6105-4, ISBN volumen 9 buen viento buena Mar Resolución Ética de Conflictos: 958-97500-4-4.

Cases

- 2022 Canal M, Turner S, Martin L. (2022) A Qualitative Research Project Adapted from a Quantitative Study and for Virtual Working in the COVID-19 Pandemic: Challenges and Lessons.

- 2021 Kesting P, Canal M., Stevenson T. (2021) Colombian and FARC-EP struggling for Peace. Harvard Business Publishing. Estados Unidos.
- 2021 Canal M, Azuero M. (2021) Peperoni Lovers. Estados Unidos. Harvard Business Publishing.
- 2020 Canal M. (2020) Asocomún-Peacebuilders: Negotiating Resources for Social Projects. Estados Unidos. Harvard Business Publishing.
- 2011 Canal, Margarita, Gestión de Recursos para Proyectos Sociales: El Caso de Peacebuilders. Electronic publication in: Serie de Casos de la Facultad de Administración. Universidad de los Andes.

Chapters in Books

- 2020 Canal M, Aponte D. (2020) Una paz colaborativa: análisis de algunas prácticas desarrolladas durante el proceso de paz entre el Gobierno de Colombia y las FARC a partir de dos modelos de negociación. Negociación y Cooperación: Teoría y experiencias en Resolución de Conflictos (ISBN 9789587905052) pp. 141-170. Universidad Externado De Colombia.
- 2017 Insights about the Psychology of Collaborative Negotiators. In negotiation Insights, Strategies and outcomes Ed. Nova Science Publishers New York City, NY, United States. ISBN: 978-1.53611-953-4.
- 2014 Canal, Margarita, Jørgensen, Kenneth, Mölbjerg, Klee, Nikolaj. The Multivoiced Classroom: A Storytelling Ethics Approach to Management Education. 2014 In: Critical Narrative Inquiry- Ethics, Sustainability and Action to Critical Narrative Inquiry - Storytelling, Sustainability and Power. Ed. Nova Science Publishers New York City, NY, United States. P.p.217-227. ISBN 978-1-63117-557-2
- 2014 Canal, Margarita, Jørgensen, Kenneth Mölbjerg. Storytelling and the development of the self: Learning collaborative negotiation skills. In: Critical Narrative Inquiry: Ethics, Sustainability and Action to Critical Narrative Inquiry. Storytelling, Sustainability and Power. Ed. Nova Science Publishers New York City, NY, United States. P.p.159-175. ISBN 978-1-63117-557-2
- 2012 Canal, Margarita, “Del dicho al hecho hay mucho trecho”. ¿Cómo pasar del discurso “gana-gana” a una actitud auténtica de colaboración en las negociaciones? In: Libro Tendencias en Administración. Ediciones Uniandes.
- 2005 Canal, Margarita, et al., 2005. “Consultoría para la elaboración de una línea de base, el diseño de indicadores de gestión e impacto y el marco tarifario de la Conciliación Extrajudicial en Derecho” Ministerio del Interior y de Justicia a través de FONADE. Pontificia Universidad Javeriana. Facultad de Ciencias Políticas y Relaciones Internacionales. ISBN 958-8025-55-9.

Events

- 2022 Presenter at The Conflict Management Program and Washington Interest in Negotiation (WIN). John Hopkins School of Advanced International Studies.
- 2018 Presenter at INTRA (International Negotiation Teaching and Research Association). Kyoto University and Aarhus University.
- 2017 Leader of the International Negotiation Forum, Universidad de los Andes. April 20.

Conference Presentations

- 2022 In the mere skin: Challenges and lessons in the exchange of feedback with my students. GWO (Gender, Work and Organizations). Universidad Nacional de Colombia y Universidad Santo Tomás. Athens University of Economics and Business, and Aarhus University.
- 2022 The meaning of procedural and distributive justice for the Colombian peace process and its Implementation. INTRA (International Negotiation Teaching and Research Association).
- 2020 The potential of self-reflection in management education. INTRA (International Negotiation Teaching and Research Association). Aarhus University.
- 2019 XI Congreso Latinoamericano de Investigación para la Paz (CLAIP). Presentation name: “A collaborative peace: analysis of some practices developed during the peace process. between Colombia’s government and FARC from a negotiation perspective”. Co-host: David Aponte. Universidad de Sao Paulo, Sao Paulo, Brazil. September 19-21.
- 2019 Critical Edge Alliance (CEA). Presentation name: “Interactive Co-Teaching in a Virtual Course: A Way of Crossing Geographies Boundaries”. Co-host: Anikó Dorner. The New School. Nueva York, U.S.A. June 6-8.
- 2018 Critical Edge Alliance (CEA). Presentation name: “Learning Negotiation in a Multicultural Virtual Community: Two Universities, Two Cultures, One Virtual Learning Experience”. Co-host: Sandra Maycotte. Universidad de los Andes. Bogotá, Colombia. June 25-28.
- 2018 VII Congreso Internacional de Investigación en Salud: Salud, Conflicto y Frontera. Presentation name: “Psicología de los Negociadores Colaborativos». Universidad de Pamplona. Pamplona, Colombia. May 17-18.
- 2017 International Negotiation Forum, INTRA (International Negotiation Training and Research Association). Presentation name: “Formas de fortalecer su perfil negociador”. Universidad de los Andes. Bogotá, Colombia. April 20.
- 2015 INTRA seminar (International Negotiation Training and Research Association), May 29 - 30. Presentation name: The potential of self-reflection in the learning process of collaborative negotiation skills. Munich, Germany.
- 2014 INTRA seminar, (International Negotiation Training and Research Association). Presentation name: Storytelling and the development of the self: Learning collaborative negotiation skills. Presented virtually. Reykjavik, Iceland. April 9 - 10.
- 2013 INTRA seminar, (International Negotiation Training and Research Association). Presentation name: The potential of self-reflection in the learning process for collaborative negotiation. Athens, Greece April 5-7.
- 2012 Higher Education Conference. Workshop presentation: The reflective inquiry which better enhances the learning process of collaborative negotiation Virginia, U.S.A. February 8-10.
- 2011 Sc MOI’s Conference. Paper presentation. Reflective Inquiry as a way of enhancing the learning process of collaborative negotiation. Philadelphia, U.S.A. April 14-16.

- 2007 Primer Foro en Resolución de Conflictos: Facultad de Administración, Universidad de Los Andes and Association for Conflict Resolution (ACR), Bogotá, Colombia. June 25-27.
- 2006 Association for Conflict Resolution (ACR). VI Annual Conference. Philadelphia, Pennsylvania. Lecture: “Peace and Development Programs in Colombia: Factors that have influenced Community empowerment”.
- 2005 Association for Conflict Resolution (ACR) V Annual Conference. Minneapolis, Minnesota. Lecture: “Dealing with Group Conflicts within Organization and Communities in Colombia, Canada and Ecuador: Circle Processes, Structured Dialogue and Open Space Technology”. Co-host: María Lucía Zapata.
- 2004 Association for Conflict Resolution (ACR) IV Annual Conference. Sacramento, California. Lecture: “A Conflict Resolution System for Small and Medium-Sized Organizations: The Colombian Experience. Co-presentadora: María Lucía Zapata.

Memories

- 2007 Canal, Margarita, Llanos, Sara Helena, Editoras. Memorias del Primer Foro en Resolución de Conflictos: Red Latino Americana.

Books

- 2016 The Potential of Self-reflection in the learning process of Collaborative Negotiation Skills Aalborg University Press. ISBN (ONLINE) 9788771127997.

Monographs

- 2010 Canal, Margarita; Trujillo, Diana; Wills, Eduardo; Gutiérrez, Roberto; Franco, Natalia. Incidencia en el empoderamiento de comunidades atendidas por Programas de Desarrollo y Paz y fundaciones petroleras. ISSN: 0121-7062. Facultad de Administración, Universidad de los Andes.

Proceedings

- 2012 Higher Education Conference. 2012 – Workshop presentation: The reflective inquiry which better enhances the learning process of collaborative negotiation Virginia Tech. Virginia, U. S. A.
- 2011 Sc’MOI Conference, April 2011. Reflective Inquiry as a way of enhancing the learning process of collaborative negotiation. Philadelphia, U. S. A.

PARTICIPATION IN BOARDS, COMMITTEES AND ASSOCIATIONS

- 2021 – to date Member of the CAP Committee at the School of Management of Universidad de los Andes.
- 2013 – to date Founder member of INTRA (International Teaching and Research Association).
- 2006 - 2010 Teaching Committee member – UASM.
- 2005-2010 Member of the Association for Conflict Resolution (ACR).

- 2004-2010 Member of the Sociedad Colombiana de Psicoanálisis (Colombian Society of Psychoanalysis) association member of The International Psychoanalytical Association (U.K.) and the Latin American Psychoanalytic Federation, FEPAL.
- 2003-2007 Founder member of Corporación Versar, Foro de Mediadores por Colombia.
- 2001-2005 Founder member of Peacebuilders International, Canada.

SCHOLARSHIPS AND ACADEMIC DISTINCTIONS

- 2006 Scholarship, Program for supporting research. CAF Institution.