

# **T. Clark Durant**

## **Purpose**

My research focuses on understanding situational, behavioral and cognitive challenges faced by leaders seeking to create lasting value for stakeholders. In the private and social sectors, how do leaders create or destroy value for customers, employees, and shareholders? What mechanisms tend to help or hurt strategic alignment, customer experience, employee engagement, problem-solving power, leadership development, knowledge transfer, and/or risk management? In the public sector, what mechanisms tend to shift investments of time and resources from short-term political survival and toward long-term improvements to how decisions are made and services delivered?

## **Biography**

I am founder and CEO of a consulting firm, Noble Partners, which helps organizations increase the quantity and quality of leaders available to pursue strategic priorities. We do this by designing and enhancing partnerships for leaders. These partnerships integrate leadership development and succession planning into day-to-day operations.

I was previously an Engagement Manager with McKinsey in the Washington, D.C. office. At McKinsey, I served regulatory agencies, criminal justice organizations, insurance companies, and banks, working with both private and public sector organizations.

Prior to McKinsey, I taught Behavioral Economics and Political Economy in the Economics graduate program at New York University.

## **Positions**

CEO, Noble Partners, 2016 – present  
Engagement Manager, McKinsey & Company, 2013 – 2016  
Associate, McKinsey & Company, 2010 – 2013  
Adjunct Professor, New York University, 2007 – 2010

## **Education**

New York University, Post-Ph.D. in Economics (2010)  
George Mason University, Ph.D. in Economics (2007)  
Dissertation: “Three Papers on Reciprocating Elections.”  
Committee: Tyler Cowen (chair), Mike Munger, Robert Axelrod, Pete Boettke  
George Mason University, M.A. in Economics (2005)  
Stanford University, B.A. in Comparative Literature (2002)

## Academic Publications

4. “How to Make Democracy Self-Enforcing after Civil War: Enabling Credible Yet Adaptable Elite Pacts,” with Michael Weintraub. 2014. *Conflict Management and Peace Science* 31(5): 521-540.
3. “An Institutional Remedy for Ethnic Patronage Politics,” with Michael Weintraub. 2014. *Journal of Theoretical Politics* 26(1): 59-78.
2. “Altruism, Righteousness and Myopia,” with Michael Weintraub. 2012. *Critical Review* 23(3): 257-302.
1. “Making Executive Politics Mutually Productive and Fair.” 2011. *Constitutional Political Economy* 22(2): 141-172.

## Working Papers

2. “Trust in the Executive: Requiring Consensus and Turn-Taking in the Experimental Lab,” with Michael Weintraub, Daniel Houser, and Shuwen Li, under review at *Journal of Peace Research*.
1. “Harnessing Hypocrisy: How to Balance Under-Detection of Bias in ‘Us’ with Over-Detection of Bias in ‘Them’,” with Michael Weintraub.

## Teaching

University of Florida, Warrington College of Business, Adjunct Lecturer  
“Structuring and Solving Business Problems” (Fall 2017) – MSF / MBA program

New York University, Economics Department, Adjunct Professor  
“Behavioral Economics” (Spring 2008, Spring 2009, Spring 2010) – Master’s level  
“Economic Analysis of Politics” (Fall 2007, Fall 2008, Fall 2009) – Master’s level

George Mason University, Economics Department, Lecturer  
“Intermediate Microeconomics” (Fall 2005)