

Curriculum Vitae

Yih-teen Lee

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Languages: Chinese, English, French, Spanish

EXPERTISE

Leadership and people management
Leading multicultural teams and global collaboration
Cultural competencies and identities
Talent management and fit across cultures

PROFESSIONAL EXPERIENCES

2012 – present	<i>Associate Professor</i> , Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2006 – 2011	<i>Assistant Professor</i> , Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2005 – 2006	<i>Adjunct Professor</i> , Department of Management, HEC, University of Lausanne (Switzerland).
2002 – 2006	<i>Assistant Professor</i> , Department of Management, Angers Graduate School of Business (ESSCA, Ecole Supérieure des Sciences Commerciales d'Angers, France).
2002	<i>Adjunct Professor</i> , Thunderbird - The American Graduate School of International Management, French-Geneva Center, (France).
1994 – 1998	<i>Lecturer</i> , Department of International Trade, Lung-Hua University of Science and Technology (Taiwan, Republic of China).

EDUCATION

2006	Post-doctoral Research Fellow, HEC (School of Business), University of Lausanne, Switzerland.
2004	Ph.D. in Management, HEC (School of Business), University of Lausanne, Switzerland.
1994	M.S. in International Business, Graduate Institute of International Business, National Taiwan University, Taiwan R.O.C.
1992	Bachelor, Department of International Trade, National Taiwan University, Taiwan R.O.C.

PUBLICATIONS

Refereed journal articles

Lee, Y.-t., & Antonakis, J. (2014). Satisfaction and individual preference for structuring: What is fit depends on where you are from, *Journal of Management*. 40:3, 641 – 675.

- Reiche, B.S., Cardona, P., **Lee, Y.-t.**, Canela, M., et al. (2014). Why do managers engage in trustworthy behavior? A multi-level cross-cultural study in 18 countries. *Personnel Psychology*. 67:1, 61–98.
- Fitzsimmons, S. R., **Lee, Y.-t.**, & Brannen, M.-Y. (2013). Demystifying the myth about marginals: Implications for global leadership. *European Journal of International Management*. 7:5, 587-603.
- Bosch, M.J., **Lee, Y.-t.**, & Cardona, P. (2013). Multicultural validation of a three-dimensional framework of managerial competencies: A comparative analysis of its application in Asian versus non-Asian countries. *Asian Business and Management*. 12, 433-453.
- Lee, Y.-t.**, Stettler, A., & Antonakis, J., (2011). Incremental validity and indirect effect of ethical development on work performance. *Personality and Individual Differences*. 50:7, 1110-1115.
- Papart, J.-P., & **Lee, Y.-t.** (2011). La peur au travail: Un mécanisme de coordination managérial inefficace. *Revue Economique et Sociale*, 69, 95-103.
- Lee, Y.-t.**, (2010). Home vs. host – Identifying to either, both, or neither? The relationship between dual cultural identities and intercultural effectiveness, *International Journal of Cross-Cultural Management*, 10:1, 55-76.
- Lee, Y.-t.**, Reiche, B. S., & Song, D.-M., (2010). How do newcomers fit in? The dynamics between person-environment fit and social capital across cultures, *International Journal of Cross-Cultural Management*, 10(2), 153–174.
- Stettler, A., **Lee, Y.-t.**, & Antonakis, J. (2010). Prévoir les performances individuelles des auditeurs assistants. *L'Expert-Comptable Suisse*, 10(8), 487-493.
- Calvez, V., & **Lee, Y.-t.**, (2009). Comment développer les compétences en matière de diversité culturelle? *Gestion : La revue internationale de gestion*, 34 :3, 83-94.
- Lee, Y.-t.**, & Antonakis, J., (2006). Satisfaction and individual preference for structuring: What is fit depends on where you are from, *Academy of Management Best Paper Proceedings*.

Papers under review and working papers

- Lee, Y.-t.**, & Paunova, M.* (in preparation). How learning goal orientation fosters leadership perception in self-managed multicultural teams.
* Alphabetical order. Both authors contributed equally.
- Kim, T.Y., **Lee, Y.-t.**, Kristof-Brown, A.L., & Chen, M. (in preparation). How multiple types of person-environment fit interact in predicting distinct outcomes. Target journal: *Journal of Applied Psychology*.
- Lee, Y.-t.**, & Ramaswami, A. * (in preparation). Unpacking the psychological processes of person-environment fit: A cultural values perspective. Target journal: *Academy of Management Review*.
* Alphabetical order.
- Antonakis, J., Atwater, L., **Lee, Y.-t.**, & McKee, R. A.* (in preparation). Unpacking the mechanisms in predicting leadership self-other agreement: How Big-Five and individual differences affect self and other assessment of leadership behavior. Target journal: *Journal of Applied Psychology*.
* Alphabetical order.

Book review in journals

- Lee, Y.-t.**, (2011). Book Review: Michael Harris Bond (Ed.): Oxford Handbook of Chinese Psychology. Oxford: Oxford University Press, 2010. *International Journal of Cross Cultural Management*, 11(2): 269-272.
- Sanchez-Runde, C., Poelmans, S., Cardona, P., **Lee, Y.-t.**, & Reiche, B. S. (2009). Book Review: Tim G. Andrews and Richard Mead (Eds.), Cross-Cultural Management. Critical Perspectives on Business and Management series. Oxford and New York: Routledge, 2009. *International Journal of Cross Cultural Management*, 9(3), 371-380.
- Lee, Y.-t.**, (2008). Book Review: Peter B. Smith, Michael Harris Bond and Cigdem Kagitçibasi,

Understanding Social Psychology Across Cultures: Living and Working in a Changing World. London: Sage, 2006, *International Journal of Cross Cultural Management*, 8, 107-110.

Lee, Y.-t. (2006). Taïwan : Un cas d'école pour comprendre la nouvelle logique économique mondialisée, *Gérer et Comprendre*, N° 84, June 2006.

Books

Hansen, C.D., & **Lee, Y.-t.** (Eds.) (2009). *The Cultural Context of Human Resource Development*, Basingstoke: Palgrave.

Lee, Y.-t., V. Calvez, & A.-M. Guénette (Eds.) (2008), *La compétence culturelle: S'équiper pour les défis du management international*. Paris : Harmattan.

Book chapters

Lee, Y.-t., & Schneider, S. C. (forthcoming). Making a difference: Managing identities and emotions in multicultural teams. In L. Zander (Ed.). *Research Handbook of Global Leadership: Making a Difference*. Edward Elgar Publishing.

Reiche, S., **Lee, Y.-t.**, & Quintanilla, J. (forthcoming). Cross-cultural training and support practices of international assignees. In Collings, D.G., Wood, G., & Caligiuri, P. (Eds.), *The Routledge Companion to International Human Resource Management*, Routledge.

Lee, Y.-t. (forthcoming). Japan Tobacco International – Managing and leveraging cultural diversity. In C. Barmeyer & P. Franklin (Eds.), *Case Studies in Intercultural Management: Achieving synergy from diversity*. Palgrave Macmillan.

Lee, Y.-t., & Ramaswami, A. (2013). Fitting person-environment fit theories into a cultural context, In A. Kristof-Brown & J. Billsberry (Eds.), *Organizational Fit: Key Issues and New Directions*. John Wiley & Sons.

Lee, Y.-t. (2012). Global leadership in multicultural teams. In J. Canals (Ed.). *Leadership Development in a Global World*. Palgrave Macmillan.

Reiche, S., **Lee, Y.-t.**, & Quintanilla, J. (2012). Cultural perspectives on comparative HRM. In C. Brewster & W. Mayrhofer (eds.), *Handbook of Research in Comparative Human Resource Management*, Edward Elgar.

Ng, I., **Lee, Y.-t.**, & Cardona, P. (2012). Building teams in Chinese organizations. In M. H. Bond & X. Huang (Eds.). *The Handbook of Chinese organizational behavior: Integrating theory, research, and practice*. Edward Elgar Publishing.

Papart, J.-P., Guénette, A.-M., & **Lee, Y.-t.** (2012). L'impact de l'organisation du travail sur la santé : utilité du modèle de Karasek. In E. Abord de Chatillon, O. Bachelard, & S. Carpentier (Eds.). *Risques psychosociaux, santé et sécurité au travail : une perspective managériale* (pp. 243-252). Paris : Vuibert.

Ng, E.S., **Lee, Y.-t.**, et al. (in advanced stage of preparation). Diversity in multicultural organizations. In C. Wankel (Ed.). *Management through collaboration*, Routledge.

Lee, Y.-t., & Hansen, C.D. (2009). Asian reversalism: An alternative approach to career development, in Hansen, C.D., & Lee, Y.-t. (eds.), *The Cultural Context of Human Resource Development*, Basingstoke: Palgrave.

Hwang, K.K., Cheng, W.Y., & **Lee, Y.-t.** (2008). Confucian Relation and Chinese Organizational Culture, in Y.-t. Lee, V. Calvez, & A.-M. Guénette (eds.), *La compétence culturelle : S'équiper pour les défis du management international*., Paris: Harmattan.

Dissertation

Lee, Y.-t. (2004). Person-environment fit, culture, and levels of analysis: A cross-cultural comparative study in Asian and European countries, doctoral dissertation. [Winner of the Nicolas et Hélène Porphyrogenis Foundation Best Dissertation Award].

Presentations at refereed conferences

- Paunova, M., & **Lee, Y.-t.** (2013). Nationality-based subgroups and shared leadership in multinational teams. Paper presented at the 11th Workshop on International Management of the European Institute for Advanced Studies in Management, Berlin, October 2013. [*Winner of the Overall Best Paper Award*]
- Lee, Y.-t.**, & Paunova, M. (2013). Goal orientation and shared leadership in self-managed multicultural teams, Symposium presented at Academy of Management Meeting, Orlando, 2013. [*Nominated for and selected as finalist of the Best International Symposium Award*]
- Rockstuhl, T., Ang, S., **Lee, Y.-t.**, & Paunova, M. (2013). Beyond international experience: Effects of cultural capital on cultural intelligence, Symposium presented at Academy of Management Meeting, Orlando, 2013. [*Nominated for and selected as finalist of the Best International Symposium Award*]
- Lee, Y.-t.**, & Ramaswami, A. (2013). Unpacking the psychological processes of person-environment fit: A cultural values perspective, Symposium presented at Academy of Management Meeting, Orlando, 2013.
- Brewster, C., Mayrhofer, W., & **Lee, Y.-t.** (2012). Comparative human resource management – Insights from beyond the pale, Symposium presented at Academy of Management Meeting, Boston, 2012. [*Showcase Symposium, Nominated for the Best International Symposium Award*]
- Fitzsimmons, S. R., **Lee, Y.-t.**, & Brannen, M.-Y. (2012). Demystifying the myth about marginals: Implications for global leadership, Academy of International Business (AIB) Conference, Washington D.C., 2012. [*Nominated for the Aalto University School of Economics “That’s Interesting!” Award*]
- Lee, Y.-t.**, Reiche, B.S., & Song, D.-M. (2012). How do previous international experiences influence future international career aspiration? Symposium in the Annual Conference of Society for Industrial and Organizational Psychology (SIOP), San Diego, 2012.
- Paunova, M., & **Lee, Y.-t.** (2011). Learning goal orientation and leadership emergence in multicultural teams: a moderated process model, Academy of Management (AoM) Meeting, San Antonio, 2011.
- Lee, Y.-t.**, Reiche, B.S., & Song, D.-M. (2010). How do previous international experiences influence future international career aspiration? The roles of cultural intelligence and global identity, Symposium paper presented in the Academy of Management (AoM) Meeting, Montreal, 2010.
- Reiche, S., **Lee, Y.-t.**, & Quintanilla, J. (2010). Cultural perspectives on comparative HRM, Symposium paper presented in the Academy of Management (AoM) Meeting, Montreal, 2010.
- Lee, Y.-t.**, Masuda, A.D., & Cardona, P. (2010). Multiple cultural identities in CQ and global leadership, paper presented in the Annual Conference of Society for Industrial and Organizational Psychology (SIOP), Atlanta, 2010.
- Lee, Y.-t.**, Reiche, B.S., & Song, D.-M. (2009). How do newcomers fit in? The dynamics between person-environment fit and social capital across cultures, paper for the Academy of Management (AoM) Meeting, Chicago, 2009.
- Lee, Y.-t.**, Masuda, A.D., & Cardona, P. (2009). Cultural intelligence in the global leadership context, panelists to the PDW in Academy of Management (AoM) Meeting, Chicago, 2009.
- Cardona, P., Reiche, B.S., **Lee, Y.-t.**, Canela, M., et al. (2009). A reciprocal model of trust in manager-subordinate relationships: An eighteen-country study, Academy of Management (AoM), Chicago, 2009.
- Lee, Y.-t.**, Masuda, A.D., & Cardona, P. (2009). Leadership emergency and cultural competencies in multicultural teams: The interplay of self, host, and global cultural identities, European Group of Organizational Studies (EGOS), Barcelona, 2009.
- Lee, Y.-t.** (2008). Exploring the relationship between dual cultural identities and intercultural effectiveness, paper presented in the 2006 Annual Meeting of the Academy of Management (AoM), Anaheim, USA, August 2008.

- Cardona, P., Reiche, B.S., **Lee, Y.-t.**, Canela, M., et al. (2008). The emics and etics of trust in manager-subordinate relationships: A cross-cultural journey, symposium presented in the 2006 Annual Meeting of the Academy of Management (AoM), Anaheim, USA, August 2008.
- Lee, Y.-t.**, Reiche, B.S., & Song, D.-M. (2008). Do social ties help you to fit in? The role of social capital in person -environment fit across cultures, paper presented in the 6th EIASM Workshop on International Strategy & Cross-Cultural Management, Barcelona, Spain, 2008.
- Lee, Y.-t.** & Nardon, L. (2008). Toward a multilevel dynamic model of intercultural competences: An application for foreign students pursuing business education abroad, paper presented in the 2008 Annual Meeting of the Academy of International Business (AIB), Milan, Italy, June 2008.
- Lee, Y.-t.**, Stettler, A., & Antonakis, J. (2007). Predicting trainee auditors' performance: General mental ability, tacit knowledge, and experiences, paper presented in the 2006 Annual Meeting of the Academy of Management (AoM), Philadelphia, USA, August 2007.
- Lee, Y.-t.**, & Laurent, Ph. (2007). A Swiss-nested international model for intercultural performance: Toward a contextual dual identity model of cultural competences, presented in the 23rd Colloquium of European Group of Organizational Studies (EGOS), Vienna, July 2007.
- He, W., Cardona, P., & **Lee, Y.-t.** (2007). Toward a dynamic model of subordinate-superior trust in the Chinese cultural context, the 23rd Colloquium of European Group of Organizational Studies (EGOS), Vienna, July 2007.
- Lee, Y.-t.**, & Antonakis, J. (2006). Satisfaction and individual preference for structuring: What is fit depends on where you are from, the Annual Meeting of the Academy of Management (AoM), Atlanta, USA, August 2006. [*winner of the Best International Paper Award of the OB Division, one of three finalist for the academy-wide Carolyn Dexter Award*].
- Lee, Y.-t.**, & Graeff, P. (2006). Leading organizational change in the context of public sector: A longitudinal study, the Annual Meeting of the Academy of Management (AoM), Atlanta, USA, August 2006.
- Papart, J.-P., Guénette, A.-M., & **Lee, Y.-t.** (2006). Conditions de travail et santé : le modèle de Karasek revisité au travers d'une approche par les régressions polynomiales, the Congress of Association francophone de gestion des ressources humaines (AGRH), Reims, France, November, 2006.
- Lee, Y.-t.** (2006). Corruption or favor: A cultural understanding of corruption in the Chinese context, paper presented in the 33rd Kongress der Deutschen Gesellschaft für Soziologie (DGS), Kassel, Germany, October 2006.
- Lee, Y.-t.**, Papart, J.-P., & Guénette, A.-M. (2006). Organizations as provider of welfare in the society: Organizing for improving employees' psychological and physical well-being in the work settings, paper presented in the 22nd Colloquium of European Group of Organizational Studies (EGOS), Bergen, Norway, July 2006.
- Lee, Y.-t.**, Stettler, A., & Antonakis, J. (2006). Individual-difference predictors of trainee auditors' performance, the European Accounting Association (EAA) meeting, Dublin, March, 2006.
- Lee, Y.-t.**, & Graeff, P. (2005). Can transformational leadership facilitate the transformation of public organizations? Empirical evidence of the effect or non-effect of transformational leadership, the 21st Colloquium of European Group of Organizational Studies (EGOS), Berlin, Germany, July 2005.
- Lee, Y.-t.**, & Hansen, C.D. (2005). Asian Reversalism: An alternative approach to career development, the 21st Colloquium of European Group of Organizational Studies (EGOS), Berlin, Germany, July 2005.
- Lee, Y.-t.**, & Guénette, A.-M. (2005). Prise en compte des dynamiques sociales dans le cadre de la gestion des Ressources Humaines : théorie et pratiques des entreprises en Suisse occidentale, the Congress 2005 of the Association francophone de gestion des ressources humaines (AGRH), Paris, France, September 2005.

- Lee, Y.-t.**, Antonakis, J., Stettler, A., & Missonier, F. (2005). The impact of general mental ability, personality and ethical orientation on assistant auditors' performance: Implications for education and selection, the International Conference for Accounting Educators (IAAER-FAC), Bordeaux, France, September 2005.
- Lee, Y.-t.**, & Calvez, V. (2004). Analysis of contemporary aphorisms in China and spontaneous authenticity: A culturally adapted qualitative research method, Proceeding of the Conference Crossing Frontiers in Quantitative and Qualitative Research Methods, Research Method Division, Academy of Management (AOM), Lyon France, March 2004.
- Lee, Y.-t.** (2003). Disparity between policy and reality in organization in china: Toward a theoretical model of strategic hypocrisy, the 19th Colloquium of European Group of Organizational Studies (EGOS), Copenhagen, Denmark, July 2003.
- Lee, Y.-t.** (2002). The search of speed inside organization: When fast is slow and slow is fast, the 20th Standing Conference on Organizational Symbolism (SCOS), Budapest, Hungary, July 2002.
- Lee, Y.-t.** (2001). From Confucius to organization studies, the 17th Colloquium of European Group of Organizational Studies (EGOS), Lyon, France, July 2001.

Other publications

- Reiche, S., & **Lee, Y.-t.** (2013). Mit Fingerspitzen-Gefühl, *Handelsblatt*, October, 2013.
- Sanchez-Runde, C., **Lee, Y.-t.**, & Reiche, S. (2013). How Haier handled foreign traditions. *Financial Times*. April 1, 2013. (www.ft.com/intl/cms/s/0/71fb8438-98b8-11e2-867f-00144feabdc0.html)
- Lee, Y.-t.**, (2013). 超国界海尔的跨文化省思, 海尔亚洲造, *中外管理* 2013 年第 4 期, April 2013. (http://tech.hexun.com/2013-04-10/152990644_7.html)
- Fitzsimmons, S. R., **Lee, Y.-t.**, & Brannen, M.-Y., (2012). Marginals as Global Leaders: Why they might just excel! *The European Business Review*, November-December, 2012. (<http://www.europeanbusinessreview.com/?p=7681>)
- Fitzsimmons, S. R., **Lee, Y.-t.**, & Brannen, M.-Y., (2011). Demystifying the Myth about Marginals, *Global Leadership Insight*, No 2, November 2011. (<http://di.dk/globalleadershipacademy/newsandarticles/insights/Pages/DemystifyingtheMythaboutMarginals.aspx>)
- Lee, Y.-t.**, & Cardona, P. (2010). Case study: Victorinox. *Financial Times*. December 22, 2010. (<http://www.ft.com/intl/cms/s/0/9299de8e-0e17-11e0-86e9-00144feabdc0.html?siteedition=intl#axzz1f1d8Jw5O>)
- Lee, Y.-t.** (2008). Compétences culturelles, with Alain-Max Guénette, *L'Agefi*, June 2008.
- Lee, Y.-t.**, & Laurent, Ph. (2005). Comment appréhender la compétence interculturelle, *Revue économique et sociale*, September 2005, 13-21.
- Guénette, A.-M. **Lee, Y.-t.**, & Mottas, D. (2005). La gestion des ressources humaines doit être adaptée aux changements, *L'Agefi : Le quotidien suisse des affaires et de la finance*, Juin 2005.
- Lee, Y.-t.** (2004). La diversité culturelle constitue une richesse pour les entreprises, an interview with Fons Trompenaars, *L'Agefi : Le quotidien suisse des affaires et de la finance*, Repère management, December 2004.
- Lee, Y.-t.**, & Guénette, A.-M. (2003). Les programmes « MBA » soumis à la critique, *Revue Economique et Sociale*, June 2003, 89-93.
- Lee, Y.-t.** (2002). La diversité culturelle : casse-tête des entrepreneurs, *L'Agefi : Le quotidien suisse des affaires et de la finance*, Repère management, April 2002.
- Guénette, A.-M. & **Lee, Y.-t.**, (2000). Masahiko Aoki, le pape de la nouvelle approche institutionnelle en économie, *Bulletin HEC*, Université de Lausanne, N° 60, May 2000.
- Guénette, A.-M. Uwamungu, B., & **Lee, Y.-t.**, (1999). Interview Posthume de Chester Barnard, *Bulletin HEC*, Université de Lausanne, N° 59, October 1999.
- Guénette, A.-M. & **Lee, Y.-t.**, (1999). Interview d'Alain Singer, *Bulletin HEC*, Université de Lausanne, N° 58, April 1999.

TEACHING ACTIVITIES

I have been teaching the following subjects in executive training, MBA, Ph.D., and undergraduate levels in English, Chinese, French, and Spanish.

Currently teaching

- Leadership
- Human resource management
- Cross-cultural management
- Leading global teams & global collaboration
- Developing global leadership competencies
- People management in the Asian context

Previously taught

- Organizational behavior (doctoral program)
- Advanced organizational behavior (doctoral program)
- Communicating and negotiating in a multicultural world (MBA)
- Organizational decision making (master of science)
- Organizational theory (master of science)
- Doing business in the European Union (undergraduate)

TEACHING MATERIALS

Reiche, S., & Lee, Y.-t. (2013). *Uwa Ode (A): A cultural chameleon or stranded between cultural chairs?* Case, DPO-281-E, IESE Publishing.

Reiche, S., & Lee, Y.-t. (2013). *Uwa Ode: 6hr flight*. Supplement, DPOS-10-E, IESE Publishing.

Sánchez-Runde, C., Lee, Y.-t., Reiche, S., Chen, Y.-T., & Kotate, Y. (2012). *Hailing a new era: Haier in Japan (A)*. Case, DPO-264-E, IESE Publishing.

Sánchez-Runde, C., Lee, Y.-t., Reiche, S., Chen, Y.-T., & Kotate, Y. (2012). *Hailing a new era: Haier in Japan (B)*. Case, DPO-265-E, IESE Publishing.

Cardona, P., & Lee, Y.-t., (2010). *Victorinox: 125 years in the cutting edge*. Case, DPO-202-E, IESE Publishing.

PROFESSIONAL ACTIVITIES

2012-present	Member of the Membership Drive Committee, International Management Division, Academy of Management
2009-2012	Member of the Teaching Committee, International Management Division, Academy of Management
2009	Convenor of the subtheme “Leveraging cultural dynamics: The roles of international assignments and intercultural competence” (with S. Reiche and M. Morley), 25th EGOS colloquium, Barcelona, Spain
2008	Convenor of the subtheme “Exploring the cultural mosaic: Competences and processes in intercultural settings” (with S. Chevrier, L. Nardon, & S. Schneider), 24th EGOS colloquium, Amsterdam, the Netherlands
2006-present	Director of the book series « Diversité culturelle et dynamique des organisations », Paris : Harmattan

Ad hoc reviewer for journals

Academy of Management Learning & Education
Cross Cultural Management: an International Journal
European Management Review
International Journal of Cross-Cultural Management
Journal of Business Ethics
Journal of Global Mobility
Journal of Managerial Psychology
Journal of Occupational & Organizational Psychology
Journal of Organizational Behavior
Journal of World Business
Leadership Quarterly
Management & Organization Review
Organization Studies
Personnel Psychology

Reviewer for conferences

Academy of Management (AOM)
Academy of International Business (AIB)

HONORS AND AWARDS

2013	Best Paper Award winner, EIASM Workshop on International Management, Berlin.
2013	Best International Symposium Award finalists, Academy of Management Meeting, Orlando. [two distinct nominations with two papers]
2012	Best International Symposium Award finalist, also nominated Showcase Symposium, Academy of Management Meeting, Boston.
2012	Competitive Research Grants for Empirical Research on Cultural Intelligence, Finalist.
2012	Aalto University School of Economics "That's Interesting!" Award nomination.
2008	Best International Symposium Award finalists, Academy of Management Meeting, Anaheim.
2006	Carolyn Dexter Award finalist, 2006 Annual Meeting of the Academy of Management, Atlanta.
2006	Winner of the Best International Paper Award, OB Division, 2006 Annual Meeting of the Academy of Management, Atlanta.
2005	Winner of the Nicolas et Hélène Porphyrogenis Foundation Best Dissertation Award, HEC Lausanne.
1998	Scholarship for Ph.D. study in Switzerland

RESEARCH STUDENTS

Graduated students

2013	Minna Paunova (Ph.D. thesis supervisor), IESE Business School
2013	Alejandro Moreno-Salamanca (Ph. D. committee member), IESE Business School
2009	Kandarp Mehta (Ph. D. committee member), IESE Business School

Current students

Diogo Zanata (Ph.D. thesis supervisor)
Farah J. Shakir (Ph.D. thesis supervisor)
Tony Silard (Ph.D. thesis supervisor)

PROFESSIONAL MEMBERSHIP

Academy of Management (AOM)

- Member of the Teaching Committee of the IM Division, 2009-2012
- Member of the Membership Drive Committee of the IM Division, 2012-present

Association of Psychological Science (APS)

European Group of Organization Studies (EGOS)

Academy of International Business (AIB)