Curriculum Vitae

Yih-teen Lee

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Languages with working proficiency: Chinese, English, French, Spanish

EXPERTISE

Leadership, fit, and culture

✦ Leadership and people strategy
✦ Leading global collaboration and multicultural teams
✦ Cultural competencies, bridging, and identities
✦ Organizational fit and its dynamics across cultures

PROFESSIONAL EXPERIENCES

2017 – present Full Professor, Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2012 – 2016 Associate Professor, Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2006 – 2011 Assistant Professor, Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2005 – 2006 Adjunct Professor, Department of Management, HEC, University of Lausanne (Switzerland).
2002 – 2006 Assistant Professor, Department of Management, Angers Graduate School of Business (ESSCA, Ecole Superieure des Sciences Commerciales d’Angers, France).
2002 Adjunct Professor, Thunderbird - The American Graduate School of International Management, French-Geneva Center, (France).
1994 – 1998 Lecturer, 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


Book review in journals


**Books**


**Book chapters**


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..."

Presentations at refereed conferences


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.


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...


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


Selected media coverage

2017 “Managing multicultural teams: What you should know“, Forbes India, February 8, 2017.
2016 “3 Tips to Help Multicultural Teams Succeed” (with Minna Paunova), IESE Insight, 2016.
2014 “Innovate your way out of downturn in your sector”, BBC Capital, April 8, 2014.
2013 “Los chinos, a por la muralla de Occidente“, Capital, November, 2013.
2013 “Finding the right fit: why culture is key“, featured with Aarti Ramaswami, The Hindu, September 18, 2013.

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


PROFESSIONAL ACTIVITIES

2017 Chair of the 2017 OB Division Outstanding Paper with International Implications Committee, Academy of Management

2016 Member of the 2016 OB Division Outstanding Paper with International Implications Committee, Academy of Management

2012-2016 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


Journal editorial board

Journal of Management
Journal of World Business
Advances in Global Leadership

Ad hoc reviewer for journals

Academy of Management Learning & Education
Applied Psychology: An International Review
Cross Cultural Management: An International Journal
European Management Review
International Journal of Cross-Cultural Management
International Journal of Human Resource Management
Journal of Business Ethics
Journal of Global Mobility
Journal of Management
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  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

2018  Salma Raheem (Ph.D. External examiner), London School of Economics
2017  Farah J. Shakir (Ph.D. thesis supervisor) IESE Business School
2016  Tony Silard (Ph.D. thesis supervisor), IESE Business School
2016  Diogo Zanata (Ph.D. thesis supervisor), IESE Business School
2015  Ling Eleanor Zhang (Ph.D. dissertation pre-reader and defense opponent), Hanken School of Economics
2013  Minna Paunova (Ph.D. thesis supervisor), IESE Business School
2013  Alejandro Moreno-Salamanca (Ph. D. committee member), IESE Business School
School
2009
Kandarp Mehta (Ph. D. committee member), IESE Business School

Current students

Gouri Mohan (Ph.D. thesis supervisor)
Susanna Kislenko (joint supervisor with John Almandoz)
Nana Yaa Gyamfi (Ph.D. thesis supervisor)
Phu Nguyen Thien (joint supervisor with Anneloes Raes)
Chengcheng Li (MRM mentor)
Winslow Robertson (MRM mentor)

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, 2012-2016
Association of Psychological Science (APS)
European Group of Organization Studies (EGOS)
Academy of International Business (AIB)