



## FRIEDER LEMPP

Ph.D., Logic

Full Professor, International Negotiation and Sales  
Management

Head of Department

f.lempp@ieseg.fr

### EDUCATION

- 2009** Ph.D., Logic, Victoria University of Wellington, New Zealand
- 2006** M.A., Logic, Mathematics, Psychology, University of Leipzig, Germany
- 2004** B.A., Logic, Victoria University of Wellington, New Zealand

### RESEARCH INTERESTS

Automated negotiation, Computational modelling, Interest-based negotiation, Mediation, Negotiation support systems

### PROFESSIONAL EXPERIENCE

#### ACADEMIC:

- 2022 - Present** Head of Department of People, Organisations, and Negotiation, IÉSEG School of Management, France
- 2021 - Present** Full Professor, IÉSEG School of Management, France
- 2020 - 2022** Director, Major in General Management and Strategy Consulting, IÉSEG School of Management, France
- 2019 - 2021** Associate Professor, IÉSEG School of Management, France
- 2018 - 2020** Director, IÉSEG International Center on Negotiation, IÉSEG School of Management, France
- 2017 - 2019** Assistant Professor, IÉSEG School of Management, France
- 2015 - 2017** Director, Dispute Resolution Centre, Massey University, New Zealand
- 2013 - 2017** Senior Lecturer in Dispute Resolution, Massey University, New Zealand
- 2009 - 2010** Research Assistant, New Zealand School of Government, Wellington, New Zealand

#### PROFESSIONAL:

- 2012 - 2013** Policy Analyst, New Zealand Ministry for Women, Wellington, New Zealand
- 2010 - 2012** Analyst, New Zealand Treasury (Ministry of Finance), Wellington, New Zealand

## COURSES TAUGHT

---

- Practical negotiation skills, Grande ecole (master cycle)
- International investment mediation, faculté libre de droit
- Managing conflict through mediation, Msc in negotiation for organisations
- Decision and game theory for negotiators, Msc in negotiation for organisations
- Negotiation strategy and company observation, Grande ecole (master cycle)
- Negotiation for international managers, Msc in international business
- Introduction to dispute resolution, massey university
- Mediation process, massey university
- Mediation practicum, massey university
- Negotiation process, massey university
- Dispute resolution practicum, massey university

## INTELLECTUAL CONTRIBUTIONS

---

### Papers in refereed journals

---

#### Published

- Poliakova E., Lempp F., Liu L. A., (2025), How are metaphors used in negotiation? A communication context analysis, *Negotiation and Conflict Management Research*, 18(1), pp. 69-93
- Garnier E., Hamstra M., Lempp F., Storme M., (2024), A Little Humor Goes a Long Way? The Influence of Humor on Offer Acceptance In One-shot Online Negotiations, *International Journal of Conflict Management*, 35(5), pp. 1060-1078
- Lempp F., Sulaiman R., Toulson P., Brougham D., Haar J., (2022), The Role of Religiosity in Ethical Decision-Making: A Study on Islam and the Malaysian Workplace, *Journal of Business Ethics*, 179(1), pp. 297-313
- Lempp F., Testa M., (2022), A qualitative study on the experiences and strategies used by French professional negotiators to detect deception, *International Journal of Conflict Management*, 33(5), pp. 882-908
- Lempp F., (2021), Corona Pandemic and Crisis Management: New Zealand, *Political Science Applied*, 12(1), pp. 40-43
- Sulaiman R., Toulson P., Brougham D., Lempp F., Khan M., (2021), Why religiosity is not enough in workplace ethical decision-making, *Asian Journal of Business Ethics*, 10(1), pp. 37-60
- Lempp F., (2020), A new agent-based simulation model of bilateral negotiation, *International Journal of Conflict Management*, 31(1), pp. 115-148
- Lempp F., Blackwood K., Gordon M., (2020), Exploring the efficacy of mediation in cases of workplace bullying, *International Journal of Conflict Management*, 31(5), pp. 665-685
- Lempp F., (2019), Sources of Conflict in Post-Independent Melanesian Island States, *Political Science Applied*, 9(2019), pp. 39-42
- Lempp F., (2017), A Software Implementation and Case Study Application of Lempp's Propositional Model of Conflict Resolution, *International Journal of Conflict Management*, 28(5), pp. 563-591

Sulaiman R., Toulson P., Brougham D., Lempp F., (2017), The Role of Religiosity in Ethical Decision-Making at the Workplace: Focus on Islam, *Advanced Science Letters*, 23(9), pp. 8335-8340(6)

Lempp F., (2016), A logic-based model for resolving conflicts, *International Journal of Conflict Management*, 27(1), pp. 116-139

Lempp F., Maracz L., (2015), Using logic to model interests in ethnic conflicts: the case of the Hungarian minority in Slovakia and Slovenia, *European and Regional Studies*, 8(1), pp. 23-41

Lempp F., (2014), Konfliktlösung aus Logischer Sicht, *Die Wirtschaftsmediation*, 3(1), pp. 16-18

Lempp F., (2014), Using Alternative Dispute Resolution to Settle Disputes: The Case of New Zealand, *Political Science Applied*, Special Issue (1), pp. 37-42

Lempp F., Meyer A., (2014), Editorial, *Political Science Applied*, Special Issue (1), pp. 1-2

Boston J., Lempp F., (2011), Climate change: explaining and solving the mismatch between scientific urgency and political inertia, *Accounting, Auditing & Accountability Journal*, 24(8), pp. 1000-1021

Lempp F., (2008), The Logical Structure of International Trade Theory, *Erkenntnis*, 69(2), pp. 227-242

Lempp F., (2006), Linking Top-Level Ontologies and Surgical Workflows, *International Journal of Computer Assisted Radiology and Surgery*, 1(1), pp. 437-454

## **Communications in refereed conferences**

---

### **International**

, Lempp F., (2025), *Integrating sustainability topics into negotiation teaching* Annual Meeting of the International Negotiation Teaching and Research Association (INTRA), Cape Town, South Africa

Garnier E., Hamstra M., Lempp F., Storme M., (2024), *A Little Humor Goes a Long Way? The Influence of Humor on Concessions in One-Shot Online Negotiations* International Association of Conflict Management (IACM), Singapore, Singapore

Poliakova E., Lempp F., Liu L. A., (2024), *Exploring the Strategic Use of Metaphors in Negotiation: Insights from Practicing Negotiators* International Association of Conflict Management (IACM), Singapore, Singapore

Lempp F., (2023), *Managing conflict through communication: Lessons from New Zealand's response to the COVID-19 pandemic* 29th General Conference of the International Peace Research Association (IPRA), Port of Spain, Trinidad

Lempp F., Testa M., (2022), *An explorative study on professional negotiators' strategies to detect deception* 5th International Conference on Peace and Conflict Management, Colombo, Sri Lanka

Lempp F., (2021), *Computer Simulation as a Tool for Facilitating Peace* 28th General Conference of the International Peace Research Association (IPRA), Nairobi, Kenya

Lempp F., (2019), *Why Are Some Goals More Difficult to Achieve Than Others? A Logical Perspective on Goal Achievement in Negotiation* International Association of Conflict Management (IACM) 2019 Conference, Dublin, Ireland

Lempp F., (2018), *Towards a general agent-based model of negotiation* 2018 Academy of Management (AOM) Annual Meeting, Chicago, USA

Suleiman R., Lempp F., Toulson P., Brougham D., (2018), *Islamic work values: Measuring and validating the spiritual intention scale* 2018 Australia & New Zealand Academy of Management (ANZAM) Conference, Auckland, New Zealand

Blackwood K., Lempp F., Gordon M., (2017), *Mediating cases of alleged workplace bullying* Australian & New Zealand Academy of Management (ANZAM) Annual Conference, Melbourne, Australia

Lempp F., (2016), *Experiences of conflict in Melanesia* 26th General Conference of the International Peace Research Association (IPRA), Freetown, Sierra Leone

Lempp F., (2015), *Invited keynote address: The Provision of Alternative Dispute Resolution Services by State and Semi-State Institutions* Annual International Conference on Law, Economics and Politics (AICLEP), Oxford UK, United Kingdom

Lempp F., (2014), *From "And" to "Or": The role of disjunctive goals in negotiation* 25th General Conference of the International Peace Research Association (IPRA), Istanbul, Turkey

Lempp F., (2013), *A logical representation of conflicts* Annual Conference: Representation, Politics and Violence, Brighton, United Kingdom

Lempp F., (2013), *Using Logic to Communicate about Conflicting Interests among Parties* 3rd Global Conference on Communication and Conflict, Oxford UK, United Kingdom

Lempp F., (2008), *Logic-based Conflict Modelling* International Conference on Understanding Conflicts: Cross-Cultural Perspectives, Aarhus, Denmark

Lempp F., (2007), *Conflict Modelling Logic* Annual Conference of the Australasian Association of Philosophy (AAPNZ), Auckland, New Zealand

Lempp F., (2006), *The Structure of International Trade Theory* Annual Conference of the Australasian Association of Philosophy (AAPNZ), Wellington, New Zealand

---

## Books

### Published

Craze S., Lempp F., (2014), *Communicating Conflict: A Multi-disciplinary Perspective*, 9781848882751, Inter-Disciplinary Press, Oxford UK

---

## Chapters in books

### Published

Lempp F., (2014), Using Logic to Communicate about Conflicting Interests, in: Craze, S. & Lempp, F. (Eds.), *Communicating Conflict: A Multi-disciplinary Perspective*, 9781848882751, Inter-Disciplinary Press, Oxford UK, chapter 11, pp. 127-137

Craze S., Lempp F., (2014), Introduction, in: Craze, S. & Lempp, F. (Eds.), *Communicating Conflict: A Multi-disciplinary Perspective*, 978848882751, Inter-Disciplinary Press, Oxford UK, pp. 7-12

Lempp F., Kengmana L., Boston J., (2011), Considerations of Distributive Justice in the Context of Climate Change Mitigation, in: Boston, J., Bradstock, A. & Eng, D. (Eds.), *Ethics and Public Policy: Contemporary Issues*, 9780864736406, Victoria University Press, Wellington, chapter 6, pp. 125-144

---

## Case studies

Lempp F., (2022), *The Future of Our Planet: How to Manage a Conflict in the Non-profit Sector*, The Case Centre, case study 422-0024-1, teaching note 422-0024-8

Lempp F., (2022), *Champagne*, The Case Centre, case study 422-0017-1, teaching note 422-0017-8

Lempp F., (2021), *Rack'n Roll: How to manage a complex dispute in professional sports*, The Case Centre, case study 421-0045-1, teaching note 421-0045-8

Nemkova E., Lempp F., (2021), *Sticks & Stones: A family business conflict*, The Case Centre, case study 421-0067-1 , teaching note 421-0067-8

---

## Grants

**2016** Research Leave Grant, Massey University (New Zealand)

**2006** Victoria University Doctoral Fellowship, Victoria University of Wellington (New Zealand)

**2006** Fulbright Doctoral Fellowship (awarded, not accepted), Fulbright Commission (USA)

**2006** Carnegie Mellon University Postgraduate Fellowship (awarded, not accepted) , Carnegie Mellon University (USA)

**2001** Fellowship of the German National Merit Foundation, German National Merit Foundation (Germany)

## GRANTS AND HONORS

---

### Award

- 2021 Nominated for Teaching Excellence Award, IÉSEG School of Management, France
- 2020 Nominated for Teaching Excellence Award, IÉSEG School of Management, France
- 2016 Nominated Lecturer of the Year, Massey University, New Zealand
- 2015 Nominated Lecturer of the Year, Massey University, New Zealand
- 2014 Nominated Lecturer of the Year, Massey University, New Zealand

## PROFESSIONAL MEMBERSHIPS

---

- Academy of Management
- International Association for Conflict Management
- Arbitrators' and Mediators' Institute of New Zealand (expired)
- Resolution Institute, New Zealand Chapter (expired)
- International Peace Research Association

## EDITORIAL ACTIVITY

---

### Member of the editorial board of an academic journal

- International Journal of Conflict Management

### Reviewer in an academic journal

- International Journal of Conflict Management
- Group Decision and Negotiation
- Negotiation and Conflict Management Research
- Employee Relations
- Politics, Philosophy & Economics

## PROFESSIONAL SERVICE

---

### Reviewer for an academic conference

- Academy of Management
- International Association for Conflict Management

## RESEARCH ACTIVITIES

---

### COMMITTEE CHAIR

#### Contribution to an international academic partnership

- Student exchange agreement with Massey University (New Zealand), IÉSEG School of Management,

France

Double degree in International Relations and Diplomacy with American Graduate School, IÉSEG School of Management, France

**Track research seminar Coordinator**

Organisation of Research Seminar Series for the School of Management, Massey University, New Zealand

Organisation of Research Seminar Series for the Negotiation Track, IÉSEG School of Management, France

**Supervision of Ph.D. Thesis:**

**2017** Co-director, The impact of Islamic values on ethical decision-making in Malaysian business organizations, Massey University