



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