



Johannes CLAEYS

Ph.D in Management

Assistant Professor, Human Resource Management

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RESEARCH INTERESTS

leadership, Management, Strategy and Ethics

PROFESSIONAL EXPERIENCE

ACADEMIC:

2005 - 2008 Lecturer, Ghent University, Ghent, Belgium

PROFESSIONAL:

2012 - 2017 Coordinator leadership development program under the services of the director-general, VSKO , Belgium

2008 - 2017 Staff member Flemish Board Higher Education, VSKO , Belgium

COURSES TAUGHT

- Authentic leadership, Msc in international business
- Authentic leadership development, Grande ecole (master cycle)
- Bachelor business game, Grande ecole (bachelor cycle)
- Positive and fair leadership, Executive mba

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Vongswasdi P., Leroy H., Claeys J., Anisman Razin M., van Dierendonck D., (2024), Beyond Developing Leaders: Toward a Multinarrative Understanding of the Value of Leadership Development Programs, *Academy of Management Learning and Education*, 23(1), pp. 8-40

Claeys J., Leroy H., Vongswasdi P., Anisman-Razin M., Avolio B., Bresman H., Bunderson S., Burris E., Detert J., Dragoni L., Giessner S., Kniffin K., (2022), Walking Our Evidence-Based Talk: The Case of Leadership Development in Business Schools, *Journal of Leadership & Organizational Studies*, 29(1), pp. 5-32

Gill C., Gardner W., Claeys J., Vangronsveld K., (2018), Using Theory on Authentic Leadership to Build a Stronger Human Resource Management System, *Human Resource Management Review*, 28(3), pp. 304–318

Papers in non-refereed journals

Published

Claeys J., Knapen P., Cockelaere P., Vandewiele W., (2017), Dialoog in de diepte. Bron van leiderschaps-en organisatieontwikkeling, *Handelingen*, 44(1), pp. 39-49

Communications in refereed conferences

International

Claeys J., Guzman F., Salimi M., Kennedy E., (2023), *How to Ensure the Apple Does Not Fall Far From the Tree? Organizational Purpose, Pedagogical Consistency and a Systematic Research Agenda as drivers for Evidence-Based Leadership development*. Academy of Management Conference, Boston, USA

Claeys J., Vongswasdi P., LEROY H., (2019), *Leadership development beyond developing leaders: Toward a multi-narrative understanding of program effectiveness* 35th EGOS Colloquium, Edingburg, United Kingdom

Claeys J., Vongswasi P., Leroy H., (2018), *Leadership Development Beyond Developing Leaders: Towards a multi -Narrative and Multi-Level Understanding of Effectiveness. Presentation for the best paper award MED Division Academy of Management*. Annual Academy of Management Conference, Chicago, USA

Claeys J., Leroy H., (2015), *Leader Vulnerability. A qualitative exploration* Annual Meeting of the Academy of Management, Vancouver, Canada

De Bruyckere P., Leroy H., Claeys J., (2010), *Authenticity as a selection tool* E-youth conference, Antwerp, Belgium

Books

Published

Claeys J., Leroy H., Janssens R., Van den Broeck A., Belting C., Schaller S., (2023), *Strategisch swipen. Beter zoeken in de wereld van leiderschapsontwikkeling* ., 9789080599406, Agoria, 85 pages

Vanspeybroeck K., Claeys J., (2010), *Eigen-zinnig leraar-zijn in een katholieke school. Waar zeg jij dat ik ben?*, ., Licap, Brussels

Vanspeybroeck K., Claeys J., (2009), *Identiteit in Diversiteit, Inspiratie voor lerarenopleidingen*, -, Licap, Brussels

Vanspeybroeck K., Claeys J., Pollefeyt D., (2009), *Identiteit in Diversiteit, Inspiratie voor lerarenopleidingen*, -, Licap, Brussels

Chapters in books

Published

Claeys J., (2017), Holistische leiderschapsontwikkeling in een kerkelijke en pastorale context, in: M. Steen(Eds.), *Gidsen die begeisteren. Over pastoraal leiderschap*, 9789085284512, Halewijn NV, Antwerpen, chapter 3, pp. 43-60

Claeys J., (2010), Tussen interne drive en externe gedrevenheid. Over de kruisbestuiving tussen economie en onderwijs, in: L. Braeckmans(Eds.), *Drive! Van onderwijs naar onderneming*, -, Academia Press, pp. 53-68

Forthcoming

Claeys J., Leroy H., Anisman Razin M., Vongswasdi P., (2024), Seven Unexpected Questions to Help Build Evidence-Based Leadership Development Programs, in: Denise Rousseau(Eds.), *Not definitive, not received*, Jossey-Bass, San Francisco, CA, chapter not definitive, pp. N-NN

Grants

2022 Postdoc on leadership development, LEM UMR CNRS (France)

GRANTS AND HONORS

Award

2018 P. Vongswasdi, H. Leroy & J. Claeys, leadership development beyond developing leader: A multi-narrative understanding of effectiveness. Best Paper award Annual Academy of Management Meeting 2018 Chicago MED-division: award for the paper that "offers the most significant contribution to management education, sponsored by OBTS and the Journal of Management Education., IÉSEG School of Management, France

PROFESSIONAL SERVICE

Invited Lecturer

2018 EMBA/MBA Rotterdam School of Management: leadership expedition within Personal Leadership Development Program

2018 Seminar on leadership and vulnerability within the course on leadership, spirituality and integrity (a course open for all master students KULeuven University), Belgium

2017 Leadership session within leadership program of Antwerp Management School, Belgium

2017 SEMINAR: Leadership and Vulnerability. Course leadership, integrity and spirituality, KULEUVEN, Belgium

2016 Exective MBA RSM, Germany

Keynote address

2018 Silence, mindfulness, values as guides for leadership in healthcare, Belgium

Manager of a professional working group

2015 Co-organizer of a network of academics and professionals on leadership, Belgium

2014 - 2016 Academic director leadership development in healthcare in collaboration with Antwerp Management School (Belgium), Belgium

Presentation in a seminar

2017 research presentation on leader vulnerability Zijlstra Center, Faculty of Economics, VU, The Netherlands, Netherlands

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Contribution to an international academic partnership

2016 Research collaboration, Rotterdam School of Management, Erasmus University, Netherlands

Education support advisor

2017 - 2017 Mentor within pedagogical teaching certificate program, IÉSEG School of Management, France

Head of a recruitment jury (orals)

- 2017 - 2017** EMBA selection jury, IÉSEG School of Management, France
- 2017 - 2017** Admissions executive MBA, IÉSEG School of Management, France
- 2017 - 2017** EMBA selection , IÉSEG School of Management, France

Member of a recruitment jury (orals)

- 2018 - 2018** Executive MBA admission , IÉSEG School of Management, France
- 2018 - 2018** EMBA selection member, IÉSEG School of Management, France
- 2017 - 2017** EMBA admission or selection member, IÉSEG School of Management, France
- 2017 - 2017** Selection and recruitment of students, IÉSEG School of Management, France
- 2017 - 2017** Jury member, IÉSEG School of Management, France
- 2017 - 2017** JURY MEMBER, IÉSEG School of Management, France
- 2017 - 2017** PORTES OUVERTES, IÉSEG School of Management, France

Participation in recruitment of professors

- 2018 - 2018** Participating in selection process , IÉSEG School of Management, France
- 2018 - 2018** Assesment within recruitment process, IÉSEG School of Management, France
- 2018 - 2018** Job interview selection committee member, IÉSEG School of Management, France
- 2017 - 2017** Selection of new HRM track members, IÉSEG School of Management, France

Track research seminar Co-Coordinator

- 2018 - 2018** Co-organizing a research seminar , IÉSEG School of Management, France