



Gouri MOHAN

Ph.D. in Management

Assistant Professor, Human Resource Management

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EDUCATION

- 2019** Ph.D. in Management, IESE Business School, Spain
- 2010** Masters in Human Resources Management, Tata Institute of Social Sciences, India

RESEARCH INTERESTS

Leadership, Social Networks, Teams, Diversity

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2021 - Present** Assistant Professor, IÉSEG School of Management, France
- 2019 - 2021** Post-Doctoral Research Associate, Ivey School of Business, University of Western Ontario, Canada

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Mohan G., Gerard Seijts G., Miller R., (2023), Does Leader Character Have a Gender?, *Journal of Business Ethics*, 2023(188), pp. 169–186

Seijts G., Cristine de Clercy C., Mohan G., (2021), Trust as a mediator of the relationship between character and perceptions of leader effectiveness during the COVID-19 crisis., *Canadian Journal of Behavioural Science / Revue canadienne des sciences du comportement*, 53(3), pp. 358–364

Seijts G., Monzani L., Woodley H., Mohan G., (2021), The Effects of Character on the Perceived Stressfulness of Life Events and Subjective Well-Being of Undergraduate Business Students, *Journal of Management Education*, 46(1), pp. 106-139

Forthcoming

Mohan G., Paunova M., Lee Y., (2024), From Heterogeneity to Inequality: The Impact of Nationality Diversity on Leadership in Multinational Teams, *Journal of World Business*, 59(3), pp. 1-12

Maupin C., Mohan G., Jin F., Choudhary A., Deepak P., (2023), Network-based approaches to leadership: An organizing framework, review, and recommendations, *Leadership Quarterly*, xxx(xx), pp. xx

Communications in refereed conferences

International

Mohan G., (2022), *Exploring Leadership Through Networks: The Next Frontier* Academy of Management, Seattle, USA

Mohan G., Paunova M., Lee Y.-T., (2022), *2022 SIOP Annual Conference* Academy of Management, Seattle, USA

Other conference and seminar presentations

International

Mohan G., Akkan E., (2025), *Leadership Ties and Global Identity in Organizations: A Social Networks Perspective* Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece

Mohan G., Miller R., Gerard Seijts G., (2022), *Does Leader Character Have a Gender* SIOP Annual Conference 2022, Seattle, USA

Mohan G., Mo R., (2022), *Costs of standing out: The social consequences member-team performance (in)congruence on perceived benevolence and help received* INGROUPE Annual Conference 2022, Hamburg, Germany

Refereed proceedings

Published

Mohan G., Carter D., (2019), Longitudinal effects of non-calculative & affective motivation to lead on informal leader emergence, in: Sonia Taneja(Eds.) in *AOM 2019, Academy of Management Proceedings 2019*

Chapters in books

Published

Jones J., Mohan G., Carter D., Trainer H., (2020), The changing nature of teams: Recommendations for managing 21st century., in: B. Hoffman, M. Shoss, & L. Wegman(Eds.), *The Cambridge Handbook of the Changing Nature of Work*, ISBN 978110841763, Cambridge University Press, Cambridge, chapter 19, pp. 406-425

Mohan G., Lee Y.-T., (2019), Temporal Dynamics of Collective Global Leadership and Team Psychological Safety in Multinational Teams: An Empirical Investigation, in: J. S. Osland, M. Mendenhall, S. Reiche & B. Szkudlarek(Eds.), *Advances in global leadership*, 978-1-83867-075-7, Emerald Group Publishing Limited, Bingley, chapter 3, pp. 29-47

EDITORIAL ACTIVITY

Reviewer in an academic journal

Small Group Research

Cross-Cultural and Strategic Management

PROFESSIONAL SERVICE

Moderator / Facilitator in an academic conference

Academy of Management

Reviewer for an academic conference

Academy of Management

INGroup

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Member of a recruitment jury (orals)

Member of oral examinations, IÉSEG School of Management, France

Member of the research committee

Thesis supervisor, IÉSEG School of Management, France

Organizer of a workshop

Organized first research seminar for Leadership Center in 2022 with presentation by Dr. Cynthia K. Maupin from University of Mississippi, IÉSEG School of Management, France

Participation in recruitment of professors

Participated in job talks for Assistant Professor of Intercultural Communication and Management, IÉSEG School of Management, France