



**Felipe GUZMAN**

**Ph.D., Management**

**Associate Professor, Human Resource Management**

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## **EDUCATION**

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- 2018** Ph.D., Management, IESE Business School, Spain
- 2011** Master, Management Science, Universidad Adolfo Ibañez, Chile
- 2008** Bachelor, Business Administration, Universidad Adolfo Ibañez, Chile

## **RESEARCH INTERESTS**

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Cross-cultural research, Interpersonal influence, Leadership

## **PROFESSIONAL EXPERIENCE**

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### **ACADEMIC:**

- 2018 - Present** Professor, IÉSEG School of Management, France
- 2014 - 2018** Research Assistant, IESE Business School, Barcelona, Spain
- 2011 - 2013** Instructor, Teaching, and Research Assistant, Universidad Adolfo Ibañez, Santiago, Chile

## **COURSES TAUGHT**

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- Positive leadership development, Grande école (bachelor cycle)
- Power and influence in organizations, Grande école (master cycle)
- Introduction to organizational behavior, Grande école (master cycle)
- Organizational theory and design, Grande école (bachelor cycle)
- Human resource management
- Organizational behavior

## INTELLECTUAL CONTRIBUTIONS

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### Papers in refereed journals

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#### Published

Guzman F., Hamstra M., Escribano P., Fu X., (2024), Employees' attitudinal reactions to supervisors' weekly taking charge behavior: the moderating role of employees' proactive personality, *Journal of Managerial Psychology*, 38(8), pp. 993-1010

Guzman F., Reiche B. S., (2024), A chorus of different tongues: Official corporate language fluency and informal influence in multinational teams, *Organizational Behavior and Human Decision Processes*, 182(2024), pp. 104334

Hamstra M. R. W., Guzman F., Qian S., Schreurs B., Jawahar I. M., (2024), Turning Down Employee Voice with Humor: A Mixed Blessing for Employee Voice Resilience?, *Journal of Occupational and Organizational Psychology*, 97(4), pp. 1854-1873

Mehmood Q., Hamstra M., Guzman F., (2023), Supervisors' achievement goal orientations and employees' mindfulness: Direct relationships and down-stream behavioral consequences, *Applied Psychology: an International Review*, 72(4), pp. 1593-1607

Akkan E., Guzman F., (2022), When discordant work selves yield workplace creativity: The roles of creative process engagement and relational identification with the supervisor, *Journal of Occupational and Organizational Psychology*, 95(1), pp. 184-208

Guzman F., Fu X., (2022), Leader-subordinate congruence in power distance values and voice behaviour: A person-supervisor fit approach, *Applied Psychology: an International Review*, 71(1), pp. 271-295

Ramirez Marin J., Barragan Diaz A., Guzman F., (2022), When anger and happiness generate concessions: investigating counterpart's culture and negotiation intentions, *International Journal of Conflict Management*, 33(1), pp. 111-131

Guzman F., Espejo A., (2019), Introducing changes at work: How voice behavior relates to management innovation, *Journal of Organizational Behavior*, 40(1), pp. 73-90

Guzman F., Espejo A., (2015), Dispositional and situational differences in motives to engage in citizenship behavior, *Journal of Business Research*, 68(2), pp. 208-215

### Communications in refereed conferences

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#### 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

Reiche S., Guzman F., Lazarova M., Wurtz O., (2022), *Repatriates' Experience of Identity Strain and Repatriate Knowledge Transfer* Academy of Management Annual Meeting, Seattle, USA

Guzman F., Akkan E., (2020), *How Does Identity Conflict Lead to Creativity? An Identity Control Theory Approach* Academy of Management Annual Meeting, Vancouver, Canada

Guzman F., (2019), *The Impact of Leader-Member Congruence in Power Distance Values on Employee Voice Behavior* IACCM-IESÉG 2019 conjoint Conference, Paris, France

Guzman F., Fu X., (2019), *I'll speak up if my voice is in line with my leader's values: Relating power distance and voice* Academy of Management Annual Meeting, Boston, USA

Guzman F., Reiche S., Lazarova M., Wurtz O., (2019), *A Dyadic Perspective on Repatriate Knowledge Transfer* Academy of Management Annual Meeting, Boston, USA

Guzman F., (2018), *Trickle-down effects of helping behavior* Academy of Management Annual Meeting, Chicago, USA

Guzman F., (2017), *Speaking Up in Multinational Companies: How does Language Shapes Employee Voice* Academy of Management Annual Meeting, Atlanta, USA

Guzman F., (2015), *Linking Voice Behavior With Management Innovation: A Group Level Investigation* Academy of Management Annual Meeting, Vancouver, Canada

## **Case studies**

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Guzman F., (2025), *The elite crew of 15: Selecting the last Captain for his Majesty*, *The Case Centre*, case study 424-0123-1, teaching note 424-0123-8

Hamstra M. R. W., Guzman F., (2022), *The Boss Online: A Case Study in Task-Oriented Leadership*, *The Case Centre*, case study 422-0016-1, teaching note 422-0016-8

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management

## **EDITORIAL ACTIVITY**

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### **Associate Editor in an academic journal**

Journal of Managerial Psychology, United Kingdom

## **PROFESSIONAL SERVICE**

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### **Panelist in an academic conference**

Students Doctoral Consortium - Academy of Management Annual Meeting 2018, USA