



Felipe GUZMAN

Ph.D., Management

Associate Professor, Human Resource Management

f.guzman@ieseg.fr

EDUCATION

- 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

Cross-cultural research, Interpersonal influence, Leadership

PROFESSIONAL EXPERIENCE

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

- 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

Papers in refereed journals

Published

Guzman F., Tempesta Fernandez A., Hamstra M., (2025), Endorsing voice behavior can be as devastating as rejecting it when the endorsement is laced with a hint of anger, *Scientific Reports*, 15(1), pp. 8454

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

Forthcoming

Guzman F., Tempesta Fernández A., Hamstra M., (2025), Endorsing voice behavior can be as devastating as rejecting it when the endorsement is laced with a hint of anger, *Scientific Reports*, 0(0), pp. 0-0

Qian S., Hamstra M., Jawahar J., Schreurs B., Guzman F., (2024), Disagreeing with employees' constructive disagreement: On giving (non-)specific explanations for rejecting employees' voiced suggestions, *Negotiation and Conflict Management Research*, 0(0), pp. 0

Communications in refereed conferences

International

Guzman F., Brykman K., Bain K., (2025), *Speaking Out to Peers: Understanding Voice in Groups* AOM annual meeting, Copenhagen, Denmark

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

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

Academy of Management

EDITORIAL ACTIVITY

Associate Editor in an academic journal

Journal of Managerial Psychology, United Kingdom

PROFESSIONAL SERVICE

Panelist in an academic conference

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