



## Adrian BARRAGAN DIAZ

**Ph.D., Psychology of the Human Resources**  
**Assistant Professor, International Negotiation and Sales**  
**Management**  
**Major Coordinator**  
 a.barragandiaz@ieseg.fr

### EDUCATION

- 2018** Ph.D., Psychology of the Human Resources, University of Seville, Spain
- 2014** Ph.D. Student, University of Seville, Spain
- 2011** Master, Management Sciences, Human Resource Management, University of Seville, Spain
- 2010** Bachelor, Management Sciences, Psychology, University of Huelva, Spain

### RESEARCH INTERESTS

Human Resource Management, International Negotiation

### PROFESSIONAL EXPERIENCE

#### ACADEMIC:

- 2020 - Present** Assistant Professor, IÉSEG School of Management, France
- 2018 - Present** Lecturer, IÉSEG School of Management, France
- 2014 - 2018** Teaching and Research Assistant, IÉSEG School of Management, France
- 2013 - 2014** Researcher, ISCTE-Instituto Universitário de Lisboa (ISCTE-IUL), LISBON, Portugal
- 2012 - 2012** Research Assistant, University of Seville, Seville, Spain

#### PROFESSIONAL:

- 2013 - 2013** Human Resources Technician, Zemsania Tech Outsourcing Services, Sevilla, Spain
- 2011 - 2011** Human Resources Technician, Grupo ADECCO. Medical & Science, Sevilla, Spain

### COURSES TAUGHT

- Negotiation et culture
- Negotiation research methods

- Introduction to negotiation
- Negotiation research methods
- Introduction to negotiation
- Business game
- Introduction to negotiation, Grande ecole (bachelor cycle)
- Negotiation strategy and company observation, Grande ecole (master cycle)

## **INTELLECTUAL CONTRIBUTIONS**

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### **Papers in refereed journals**

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#### **Published**

Ramirez Marin J., Barragan Diaz A., Acar-Burkay S., (2021), Is stress good for negotiation outcomes? The moderating effect of social value orientation., *International Journal of Conflict Management*, 32(3), pp. 407-421

Barragan Diaz A., Ramirez Marin J., Medina Diaz F., (2019), The Irony of Choice in Recruitment: When Similarity Turns Recruiters To Other Candidates, *M@na@gement*, 22(3), pp. 466-486

#### **Forthcoming**

Barragan Diaz A., Ramirez Marin J., Poliakova E., Medina Diaz F. J., (2024), Linguistics of the heart and mind: Negotiating in one's native language is comfortable but not efficient, *Journal of Occupational and Organizational Psychology*, 97(4), pp. 1451-1474

### **Communications in refereed conferences**

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#### **International**

Ramirez Marin J., Barragan Diaz A., (2016), *Concessions Across Cultures: Reversing Competitiveness in Intercultural Negotiations through Honor and Emotions* IACM 2016, New York, USA

Ramirez Marin J., Barragan Diaz A., (2015), *Fashionable Feelings: Emotions generate concessions in French intra and intercultural negotiations* IACM 2015, Clearwater, USA

### **Other conference and seminar presentations**

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#### **International**

Barragan Diaz A., Hermann, C. C., Lopez Cabrera R., (2024), *The Dark side of Self-Efficacy: Overconfidence Backfires in Native Language Negotiations* IACM 2024, Singapore, Singapore

Barragan Diaz A., Poliakova E., Ramirez Marin J., Medina Diaz F. J., (2023), *Linguistics of the mind and heart: Negotiating in native language is comfortable but not efficient* IACM 2023, Thessaloniki, Greece

Ramirez Marin J., Barragan Diaz A., Acar-Burkay S., (2019), *Is stress helping or hurting negotiation outcomes? An evaluation of social motivation* IACM International Association for Conflict Management 2019, Dublin, Ireland

Ramirez Marin J., Barragan Diaz A., (2018), *Better The Devil You Know: Competition in Intra and Intercultural Negotiations* IACM International Association for Conflict Management, Philadelphia, USA

Ramirez Marin J., Barragan Diaz A., (2018), *Concessions Across Cultures: Reversing Competitiveness in Intercultural Negotiations through Honor and Emotions* Kellogg Culture and Negotiation Conference, Chicago, USA

## **National**

Barragan Diaz A., Ramirez Marin J., (2015), *Selecting You, Selecting Me: Similarity Biases In Personnel Selection*. IESEG School of Management, Lille, France

## **RESEARCH ACTIVITIES**

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### **COMMITTEE CHAIR**

#### **Course Coordinator**

**2017 - 2018** Marketing and International Negotiation, IÉSEG School of Management, France

**2016 - 2017** Marketing and International Negotiation, IÉSEG School of Management, France