



**Felipe GUZMAN**

**Ph.D., Management**

**Assistant Professor, Human Resources Management**

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## **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, Employees' performance of proactive work behavior, Leadership

## **EMPLOYMENT 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**

- Human resource management
- Organizational behavior

## **INTELLECTUAL CONTRIBUTIONS**

### **Papers in refereed journals**

#### **Published**

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., Espejo A., (2018), Introducing changes at work: How voice behavior relates to management innovation, *Journal of Organizational Behavior*, 0(0), pp. 0

## **Communications in refereed conferences**

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### **International**

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

### **PROFESSIONAL MEMBERSHIPS**

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Academy of Management

### **PROFESSIONAL SERVICE**

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

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