

Laura Guillén

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Current employment

Assistant Professor, ESMT European School of Management and Technology, Berlin, Germany, September 2010–present.

Education

PhD in Organizational Studies (Specialization in Organizational Behavior), ESADE, Barcelona, Spain, 2007.

Diploma in Clinical Organizational Psychology, INSEAD, Fontainebleau, France, 2010.

MSc in Management Research, ESADE, Barcelona, Spain, 2004.

Combined Undergraduate and Master Degree in Business Administration, ESADE, Barcelona, Spain, 1998.

Past employment

Post-Doctoral Research Fellow (Marie Curie Scholarship for post-doctoral studies in the European Union), INSEAD, Fontainebleau, France, 2008–2010.

Research Assistant, INSEAD, Fontainebleau, France, 2007–2008.

Research Assistant for the European Social Survey, an academically-driven social survey designed to chart and explain the interaction between Europe's changing institutions and the attitudes, beliefs and behaviour patterns of its diverse populations (EU-Descartes Prize for outstanding international research). Main Researcher: Willem Saris, 2006–2007.

Research Assistant, ESADE, Barcelona, Spain, 2002–2007.

Teaching experience in business schools and universities

ESMT, Berlin, Germany. Strategic Human Resource Management (MBA), Motivation to Lead, Gender Diversity, Leadership Styles and Coaching Tools for Leaders (Exed Programs)

ESADE, Barcelona, Spain. Leadership Assessment and Development (required curriculum MBA FT, PT and One Year), 2005–2008. Emotional Intelligence, much more than IQ (undergraduate elective), 2005-2007.

EAE, Barcelona, Spain. International Human Resource Management (MBA), 2003–2004.

Corporate teaching and consulting experience

Consultant and Coach (Consulting on leadership, emotional intelligence and executive development work. Executive counselling/coaching), Endalia, Zaragoza, Spain, 2002–present.

Responsible for business creation in Spain, Ben & Jerrys (Unilever), Barcelona, Spain, 2000–2002.

Supply chain responsible in the area of planning, Frigo (Unilever), Barcelona, Spain, 1998–2000.

Affiliations and memberships

Academy of Management

European Group of Organization Studies

Honors and awards

Marie Curie Intra European Fellowship for post-doctoral studies within the 7th European Community Framework Programme, from the European Commission, 2008–2010.

Grant of the European Social Survey, funded through the European Commission and the European Science Foundation, 2006-2007.

Member of a recognized research consolidated group by CSIC (SPANISH NATIONAL RESEARCH COUNCIL). The research group is focused on leadership development and change. The universities that are enrolled in the project are ESADE (Universitat Ramón Llull), Universidad Complutense de Madrid, Universitat de Girona and Case Western Reserve University, Ohio, USA, 2005.

Internal research grant of ESADE to participate as research assistant in the LEAD project, a project of pedagogical innovation in the MBA program, 2002–2006.

Referee

Reviewer for the Academy of Management (2006, 2008, 2009, 2010).

Reviewer for the *Personality and Individual Differences Journal*, *International Human Resource Management*, *Group and Organization Management*.

Journal publications

Guillén, L., and W. E. Saris (Forthcoming). Competencies, personality traits, and job performance outcomes of middle managers: A motive-based approach. *Human Performance*.

Guillén, L., L. Coromina, and W. E. Saris (2010). Measurement of social participation and its place in social capital theory. *Social Indicators Research* 100(2): 331–350.

Batista-Foguet, J. M., W. E. Saris, R. Boyatzis, L. Guillén, and R. Serlavós (2009). Effect of response scale on assessment of emotional intelligence competencies. *Personality and Individual Differences* 46(5-6): 575–580.

Guillén Ramo, L., W. E. Saris, and R. Boyatzis (2009). The Impact of social and emotional competencies of effectiveness of Spanish executives. *Journal of Management Development* 28(9): 771–793.

Books

Kets de Vries, M., L. Guillén, K. Korotov, and E. Florent-Treacy (2010). *The coaching kaleidoscope: Insights from the inside*. New York: Palgrave.

Chapters in books

Ibarra, H., S. Snook, and L. Guillen Ramo (2010). Identity-based leader development. In *Handbook of leadership theory and practice: A Harvard Business School centennial colloquium*, ed. N. Nohria and R. Khurana, 657–678. Boston: Harvard Business School Press.

Guillén Ramo, L. (2009). How can we make sense of emotional and social competencies within organizational settings? In *Emotions in groups, organizations and cultures*. 5 vols., ed. C. E.J. Härtel, N. M. Ashkanasy and W. J. Zerbe, 1–21. Bingley, UK: Emerald Group.

Kets de Vries, M., L. Guillén Ramo, and K. Korotov (2009). Organizational culture, leadership, change and stress. In *International handbook of work and health psychology, 3rd ed.*, ed. C. L. Cooper, J. C. Quick and M. J. Schabracq, 411–426. London: Wiley-Blackwell.

Batista-Foguet, J. M., R. Boyatzis, L. Guillén, and R. Serlavós (2008). Assessing emotional intelligence competencies in two global contexts. In *Emotional intelligence: Theoretical and cultural perspectives*, ed. R. J. Emmerling, V. K. Shanwal and M. K. Mandal, 89–114. New York: Nova Science.

Working papers and conference proceedings

Guillén, L., and E. Florent-Treacy (2011). Emotional intelligence and leadership effectiveness: The mediating influence of collaborative behaviors. INSEAD No. 2011/23/IGLC.

Karelaia, N., and L. Guillén (2011). Identity challenges of women leaders: Antecedents and consequences of identity interference. *ESMT Working Paper No. 11–13. Under Review.*

Guillén, L., and N. Karelaia (2011). When opposites hurt: Similarity in control in leader-follower dyads as a predictor of job performance evaluations. *ESMT Working Paper No. 11–12. Under Review.*

Guillén, L., and K. Korotov (2011). Is leadership a part of me? Identity centrality, self-role alignment, and the motivation to lead. *ESMT Working Paper No. 11–04.*

Guillén, L., and H. Ibarra (2009). Seasons of a leader's development: Beyond a one-size-fits-all approach to leadership development *The Academy of Management Best Paper Proceedings Volume 2009 Annual Meeting Proceedings (Conference Theme: Green Management Matters).*

Guillén Ramo, L., and W.E. Saris (2009). Making sense of managerial competencies: A motive-based approach. INSEAD No. 2009/07/OB.

Kets de Vries, M.F.R., E. Florent-Treacy, L. Guillén Ramo, and K. Korotov (2008). The proof is in the pudding: An integrative, psychodynamic approach to evaluating a leadership development program. INSEAD No. 2008/38/EFE.

Kets de Vries, M.F.R., T. Hellwig, L. Guillén Ramo, E. Florent-Treacy, and K. Korotov (2008). Long-term effectiveness of a transitional leadership development program: An exploratory story. INSEAD No. 2008/24/EFE.

Ibarra, H., and L. Guillén Ramo (2008). Leadership development during midlife: A turning point in career advancement. INSEAD No. 2008/36/OB.

Selected conference presentations

Florent-Treacy, E., L. Guillén, E. Van der Loo, and M.J. Parada (2011). Executive development programs as transitional spaces: Observations from the classroom. Paper presented at the Academy of Management, August 12-16, in San Antonio, Texas, USA.

Guillén, L., and K. Korotov (2011). Motivation to lead: An internal boundary for career development? Paper presented at the EGOS Colloquium, July 5-7, in Gothenburg, Sweden.

Guillén, L., and K. Korotov (2010). Wanting to be a leader: Understanding the antecedents to the motivation to lead. Paper presented at the Academy of Management, August 6–11, in Montreal, Canada.

Guillén, L., and H. Ibarra. Leadership development during midlife: A turning point in career advancement.

- (2010) Accepted for presentation at the EGOS Conference, 30 June–03 July, in Lisbon, Portugal.
- (2008) Paper presented at the INSEAD Wharton Leadership Conference, June 19–21, in Fontainebleau, France.

Guillén, L., and H. Ibarra (2009). Seasons of a leader's development: Beyond a one-size-fits-all approach to leadership development. Paper presented at the Academy of Management, August 7–11, in Chicago, Illinois, USA.

Guillén, L., and H. Ibarra (2008). From middle managers to middle leaders. Paper presented at the Academy of Management, August 8–13, in Anaheim, California, USA.

Guillén, L. (2008). Making sense of leadership learning methods. Paper presented at the Academy of Management, August 8–13, in Anaheim, California, USA.

Guillén, L. (2008). How can we make sense of emotional and social competencies within organizational settings? Paper presented at the EMONET VI, The Sixth International Conference on Emotions and Worklife, July 17–19, in Fontainebleau, France.

Guillén, L., and W. Saris (2007). Measuring social participation across nations: Analysis of the quality of the European social survey for measuring values. ESRA conference, June 25–29, in Prague, Czech Republic.

Batista Foguet, J. M., L. Guillén, W. E. Saris, R. Serlavos, and R. Boyatzis (2007). Are you aware of the weaknesses of using the five points scale response modality? The case of emotional and social competency inventory. The First International Congress on Emotional Intelligence, September 19–21, Facultad de Psicología, Universidad de Málaga, Málaga, Spain.

Guillén, L. (2007). Emotional intelligence: An integrated approach. The First International Congress on Emotional Intelligence, September 19–21, Facultad de Psicología, Universidad de Málaga, Málaga, Spain.

Guillén, L., W. Saris, and R. E. Boyatzis (2006). Construct and discriminant validity of an EI measurement tool. 25th Biennial Meeting of the Society for Multivariate Analysis in the Behavioural Sciences (SMABS) and 2nd Conference of the European Association of Methodology (EAM), July 2–5, in Budapest, Hungary.

Guillén, L., and R. Serlavós (2005). Emotional intelligence: A study in a Spanish organizational setting. 4th International Conference of the Iberoamerican Academy of Management, December 8–11, Universidade Nova de Lisboa, Lisbon, Portugal.

Guillén, L., J. M. Batista-Foguet, and R. Serlavós (2005). Generating a new learning environment in management education: A comparison between a Spanish and a US MBA Experience. EASR Conference, July 18–22, at ESADE and Universitat Pompeu Fabra, in Barcelona, Spain.

Guillén, L. (2004). Emotional intelligence: An integrated approach. The Forth Conference on Emotions and Organizational Life at Birkbeck College, University of London, June 27–29, in London, England.

Selected work in progress

Guillén, L., and K. Korotov. Understanding the antecedents and consequences to the affective and social-normative motivation to lead components. *In preparation*.

Florent-Treacy, E., L. Guillén, E. Van der Loo, and M.J. Parada (2011). Executive development programs as transitional spaces: Observations from the classroom. *In preparation*.

L. Guillén and K. De Stobbeleier. Motivation to lead and group performance: The moderating role of leadership schemas. *Data collection*.

Guillén, L., and O. Obodaru. Self-comparisons and the motivation to lead. *In preparation*.

Guillén, L., and E. Florent-Treacy. Lead, but first co-operate: The mediating influence of helping and collaborative behaviors at work between emotional intelligence and inspirational leadership. *In preparation*.

Guillén, L., and W. E. Saris. *Emotional and social competencies at work: Validity gains through the use of 360 degree instruments. Data analysis in progress.*

Research interests

Leadership development, career dynamics, emotional intelligence, motivation to lead, gender leadership challenges, adult development and change management, and coaching practices.

Languages

Spanish (native), English (fluent), German (conversational), and French (basic).

Updated: February 15, 2012