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Work Address

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Boulevard de Constance

77305 Fontainebleau (France)

Education

Ph.D. Harvard University, Organizational Behavior (1991).

M.A. Harvard University, Sociology (1989).

M.B.A. I.E.S.E. Business School (1983).

Bachelor of Arts in Philosophy. University of Barcelona (1981).

Bachelor of Laws. University of Barcelona (1981).

Academic Appointments

2012-present: Senior Affiliate Professor of Organizational Behaviour, INSEAD

2007- 2012: Professor of Business Policy, E.S.A.D.E. (on leave)

2002- summer 2007: I.E. Business School, Professor of Strategy and Organizational Behaviour.

1984-2001: I.E.S.E. Business School, Professor of Business Policy, tenured in 1999.

2000-2012: Visiting Professor, Dept. of Organizational Behavior, I.N.S.E.A.D.

2010-2012: Visiting Professor, Judge Business School, Cambridge University.

2000-2001: Visiting Professor, Dept. of Organizational Behavior, Harvard Business School.

1997-2000: Visiting Professor, University Pompeu Fabra (Ph.D. Program), Barcelona.

1996-1997: Visiting Scholar, Dept. of Sociology, Harvard University.

Academic Publications

In English

(2016 forthcoming) *The Changing C-Suite: Executive Power Structures in Transformation*. Oxford, U.K.: Oxford University Press.

(2011) Educating Contemporary Princes and Princesses: Challenges in Teaching Power and Influence. In R. Khurana, N. Nohria and S. Snook (Editors) *The Handbook for Teaching Leadership*. N.Y.: Sage.

(2010) At the Crossroads of Bounded and Boundaryless: Defining the Shared Career. *Journal of Organizational Behaviour*. With S. Svejnova (first author) and L.Vives.

(2009) The Increasing Role Professional Service Firms in the Reform of Shareholders' Meetings. In P. Y. Gomez and R. Moore (Editors) *Board Members and Management Consultants: Redefining the Boundaries of Consulting and Corporate Governance*. Charlotte, N.C.: Information Age Publishing. With J. E. Ricart.

(2007) Pairs at the Top. *Sloan Management Review*, Vol. 48, No. 4, 10-14. With S. Svejenova and L.Vives.

(2007) Network Perspective. In M. Jenkins and Veronique Ambrosini (Editors), *Advance Strategic Management: A Multi-Perspective Approach*, 185-195. N.Y.: Palgrave Macmillan. With S. Svejenova (first author).

(2005) *Sharing Executive Power: Roles and Relationships at the Top*. Cambridge, U.K: Cambridge University Press. With S. Svejenova. Finalist of the George Terry Book Award 2007, Academy of Management.

(2005) Shielding Idiosyncrasy from Isomorphic Pressures: The Becoming of European Film Mavericks. *Organizations*. Vol. 12, Issue 6, 863-888. With S. Svejenova, C. Mazza, J. S. Pedersen.

(2005) Guest Editors' Introduction "Manufactured Authenticity and Creative Voice in Cultural Industries" to the Special Issue "The Management of Cultural Industries". *Journal of Management Studies*. Vol. 42, Issue 5, 893-899. With C. Jones and A. Anand (first and second authors).

(2005) Co-Editor and co-author of the Introduction to the Special Issue The Consumption of Management Knowledge and the Role of The Mass Media. *Scandinavian Journal of Management*, Vol. 21, Num. 2, 127-132. With C. Mazza and J. S. Pedersen.

(2004) Journeys to the Self: Using Movie Directors in the Classroom. *Journal of Management Education*. Vol. 28, Issue 3, 335-355. With P. Miller, J. Levy, and S. Svejenova.

(2002) Commentary to William Lytle's Accelerating Planning Change. *Reflections: Journal of the Society of Organizational Learning*. Winter, Vol. 4, Num. 2.

(2002) Gourmet Meal for Fast-Food Managers? An Attempt to Review Research from the Consumption Side. In K. Kreiner and S. Scheuer (Editors) *Research and Praxis in Organizational Theory*. Copenhagen, Denmark: I.O.A. Press, 193-207. With C. Mazza.

(2002) Symbiotic Careers in Movie Making: Pedro and Agustín Almodóvar. In M.A. Peiperl, Arthur, M.B., and Anand, N. *Career Creativity: Explorations in the Remaking of Work*. Oxford, UK: Oxford University Press. With S. Svejenova.

- (2000) El Deseo SA: The Almodóvar Factory for Creativity. *Barcelona Management Review*, Issue 15, September-December, 108-114. With S. Svejenova.
- (2000). Power and Influence: Keys to Successful Managerial Action in the New Organizational Environment. *Barcelona Management Review*, Issue 14, 70-76. With A. Caldart.
- (2000) Haute Couture or Prêt-a-Porter: Creating and Diffusing Management Practices through the Popular Press. *Organization Studies*, Vol. 21, Issue 3, 567-589. With C. Mazza.
- (2000) Theories of Managerial Action and their Impact on the Conceptualization of Executive Careers. In M. Peiperl and M. Arthur (Editors): *Career Frontiers: New Conceptions of Working Lives*, 123-138. Oxford: Oxford University Press.
- (1999) Foreword to C. Mazza, *Claim, Intent, and Persuasion: Organizational Legitimacy and the Rhetoric of Corporate Mission Statements*. Boston: Kluwer Academic Publishers.
- (1999) Governance Mechanisms for Effective Leadership: The Case of Spain. *Corporate Governance: An International Review*, Vol. 7, Issue 3, July, 266-287. With M. A. Gallo and J. E. Ricart.
- (1997) Legitimization and Integration through Dependence: Graduate Business Education in Latin America. *Organization*, Vol. 4, Num. 4, November, 564-580. With C. Mazza and A. Enrione.
- (1997) (Editor) *The Diffusion and Consumption of Business Knowledge*. Author of the "Introduction" and the Chapter "The Sociological Tradition and the Spread and Institutionalization of Business Knowledge". London: Macmillan.
- (1996) The International Popularization of Entrepreneurial Ideas in the 1980s. In S. Clegg and G. Palmer (Editors), *The Politics of Management Knowledge*. London: Sage
- (1996) The Role of Business Ideas in the Promotion of Employment. In J. Gual (Editor), *The Social Challenge of the Creation of Employment in Europe*. U.K.: Edward Elgar.
- (1995) Network Organizations: The Structural Arrangement behind New Organizational Forms. *South African Journal of Management*, Vol. 26, No. 3, 97-107. With A. Ferreira.
- (1994) Modern Organizations in Spanish Literature. In B. Czarniawska and P. Guillet de Monthoux (Editors) *Good Novels, Better Management: Reading*

Organizational Realities in Fiction. Chur, Switzerland: Harwood Academic Publishers. With C. Merchán.

(1993) Managing Internationally: The International Dimensions of the Managerial Task. *European Management Journal*, Vol. 11, No. 4, 485-493. With J. Roure, C. García and J. L. Nueno.

(1993) The Diffusion and Institutionalization of Entrepreneurship Education in the Eighties. In I. C. Mcmillan and S. Birley (Editors), *Entrepreneurship Research: Global Perspectives*. Amsterdam: Elsevier Publishers.

(1993) The Popularization of Business Ideas: The Case of Entrepreneurship in the 1980s. *Management Education and Development*, Vol. 24, No. 1.

(1992) Narrative Fiction as a Way of Knowledge and its Application to the Development of Imagination for Action. *International Studies of Management and Organization*, Vol. 22, Issue 3, Fall, 27-46. With C. Merchán.

(1990) The Effect of European Integration on Business Practices through Management Education. *Proceedings of the 19th International Management Symposium*. University of St. Gallen, Switzerland.

In Spanish

(2014) *Presidentes de Gobierno: Personalidad y Oportunidad, las Claves del Liderazgo Político*. Madrid: LID Editorial.

(2010) *Liderazgo Empresarial, Ponencias Sant Benet*, Cátedra Liderazgo ESADE.

(2009) *Decisiones Estratégicas*. Madrid: LID Editorial.

(2008) *Liderazgo*. In *Lo que se Aprende en los Mejores MBAs Vol. II* (O. Amat, Editor). Barcelona: Ediciones 2000. With S. Svejenova.

(2007) *El Liderazgo Empresarial*. In J. Villafañe (Editor), *Informe Anual 2007: La Comunicación Empresarial en España*. Madrid: Pearson-Prentice Hall.

(2005) *Los Accionistas y el Gobierno de la Empresa: Análisis de la Situación Española*. Barcelona: Editorial Deusto. With J. E. Ricart and J. Gifra.

(2003) *Breviario de Poder, Influencia y Ética*. Barcelona: Ediciones Granica. With S. Svejenova.

(2002) *La Gestión del Cambio*. In J. Bonache and A. Cabrera (Editors) *Dirección Estratégica de Empresas*. Prentice-Hall Spain. With J. P. Garrido.

(2002) Las Competencias de Liderazgo de los Presidentes de Gobierno en España. *Revista de Estudios Políticos del Centro de Estudios Políticos y Constitucionales*, Num. 116, April-June, 267-281. With E. Pascual.

(1999) El Trabajo de los Directores Generales y sus Competencias. In O. Amat (Editor) *Lo Que se Aprende en los Mejores MBAs Vol. I*. Barcelona: Ediciones 2000. 2nd edition in 2008.

(1999) *Prácticas de Gobierno Corporativo en España*. Barcelona: Estudios y Ediciones I.E.S.E. With M. A. Gallo and J. E. Ricart.

(1997) (Editor) *Empleo y Carreras Directivas*. Author of the Introduction and first author of the following chapters: *Desempleo Directivo en España y Estrategias de Búsqueda de Ocupación; Cómo Dirigir la Propia Búsqueda de Empleo Directivo; Las Nuevas Competencias Directivas y su Desarrollo; Procesos de Ajuste Persona-Organización; La Transferencia Internacional de Directivos; La Situación Familiar en el Diseño de Carreras Profesionales; El Estrés Directivo y Organizativo*. Bilbao, Spain: Deusto.

(1996) El Papel de las Ideas de Negocio en la Creación de Empleo. In J. Gual (Editor), *El Reto Social de la Creación de Empleo*. Barcelona: Ariel.

(1995) La Situación Familiar en el Diseño de Carreras Profesionales. In D. Melè (Editor) *Empresa y Vida Familiar*. Barcelona: Estudios y Ediciones I.E.S.E.

(1992) Las Organizaciones en el 2000. *Alta Dirección*, No. 161, January-February.

(1986) *La Dirección de Personal en España, 1985*. Barcelona: Estudios y Ediciones I.E.S.E. With J. M. Rodríguez (first autor) and N. Chinchilla.

(1985) Coordinator of the Volume *Comportamiento Humano en la Organización*. In *Enciclopedia de Dirección y Administración de Empresas*. Barcelona: Editorial Orbis.

Teaching

Executive Teaching: Open/General Management Programs (e.g., Advances Management Programs, Transition to General Management and AVIRA Programs at INSEAD), Seminars (e.g., Leadership in Transition), In Company Training and speaking engagements for senior executives.

Topics: The Job of Top Executives; Social Capital; Political Dynamics in Organizations; Leading Change; Corporate Governance; Top Management Teams.

MBA and Executive MBA Programs. Topic Power and Politics in Organizations, (INSEAD MBA, Best Teacher Award (2001)).

Media

Active collaborator with both Spanish (*El País, La Vanguardia, Cadena SER, TVE* and others) and international media (*Financial Times, BBC News, Al Jazeera* and others), a list of his contributions appear in Annex 1.

Other Professional Activities

Academic

Member of the Editorial Boards (current or former) of *Business Leadership Review, Leadership Review Network (Social Science Research Network), Journal of Management and Governance, Barcelona Management Review; Journal of Euro-Asian Management; Journal of Management Learning, Leadership Quarterly.*

Reviewer (current or former) for the Journals *Canadian Journal of Administration, Management Learning, American Management Review, Organization Studies, Organization, Middle East Business Review, Human Relations, Journal of Management and Governance* and for the Careers Section of the *Academy of Management.*

2009: Member of the Organizing Committee of the 2009 Annual E.G.O.S. (European Group for Organizational Studies) Colloquium. Barcelona.

2002-2005: Member of the Board of E.G.O.S.

2002: Chairman of the 2002 Annual E.G.O.S. Colloquium.

1998-1999: Chairman of the 1999 Round Table "The Managerial Work of the Future", Center for Organizational Studies of the José María De Anzizu Foundation.

1998-2001: Member of the Executive Committee of the Research Program of the European Community "The Creation of European Management Practices", and responsible for the Theme the European Management Publishing Industry.

1998-2005: Spanish Representative at E.G.O.S.

1997: Member of the Academic Committee of the III International Conference on Employment Creation. I.E.S.E., June.

1996-1999: Member of the Executive Board of the Center for Organizational Studies of the José María de Anzizu Foundation.

1994-1995: Member of the Academic Committee of the Accept Program of the European Foundation for the Improvement of Working Conditions.

1993-1997: Member of the Steering Committee of the European Science Foundation Program "European Management and Organizations in Transition (E.M.O.T.)" Also Co-Director of the Research Group "The Institutionalization and Change of Managerial Practices: Knowledge, Agency and Organizational Learning."

Administrative Experience in Academic Institutions

(2014-present). Academic Director, Leading for Results Program, I.N.S.E.A.D.

(2008-present) Academic Director General Management Programs E.S.A.D.E. , and of the Advanced Management Program.

(2003-2006) Adjunt to the Dean for Executive Education, Instituto de Empresa

(1993-2000) Assistant Director of Research I.E.S.E.

(1991- 1996) Director of the Organizational Behavior Department I.E.S.E.

Teaching Recognitions

Best Teacher Award INSEAD MBA (Elective) 2001

Best Teacher Award INSEAD MBA (Core) 2013

Teaching Materials

Los Inversores Institucionales y el Gobierno de las Empresas en España, I.E. Note DG 01-0375.

¿Cómo Toma Decisiones Críticas el Primer Presidente MBA?“. I.E. Case DG 01/374

Juan Villalonga: Trayectoria Profesional Después de Telefónica. I.E. Case DG 1/457

Los Accionistas Institucionales y el Gobierno de las Empresas“, I.E.S.E. Note DGN-605. With A. Ingles.

The Management Competencies of European Politicians, I.E.S.E. Note 01998000.

Las Competencias Directivas de los Presidentes de Gobierno, I.E.S.E. Note 01998000. With E. Pascual.

The Factory of Desires: The Movie Production Company of Pedro and Agustín Almodóvar, I.E.S.E. Case DG-1331. With Teaching Note.

Remuneración en B.F.C. S.A., I.E.S.E. Case DG-1335.

El Trabajo Directivo y sus Competencias, I.E.S.E. Note DGN-561.

Evaluating Managers: Practices and Challenges, I.E.S.E. Note DGN-556.

The Mission of Corporate Missions, I.E.S.E. Note FHN-287.

Managerial Unemployment Survey I, II, III, I.E.S.E. Notes FHN-302, 305, 306.

Procesos de Ajuste Persona-Organización: El Caso de la Incorporación de Nuevos Directivos a la Empresa, I.E.S.E. Note DPN-33.

The New Executive Competencies and their Development, I.E.S.E. Note FHN-307.

Change Management, Self Assessment Questionnaire, European Foundation for Management Development (Best Practices Network). With P. Miller.

Top Management Succession and the Taking Charge Process, I.E.S.E. Technical Note FHN-293.

Executive Job Search: How to Do It, I.E.S.E. Note FHN-300.

Managers' Stress: What It Is And What One Can Do About It, I.E.S.E. Note FHN-296.

Human Resources and Internationalization: The Problem of Expatriates, I.E.S.E. Note FHN-288.

Balancing Professional and Private Lives, I.E.S.E. Technical Note FHN-284.

Networks versus Bureaucracies: The Governance and Structure of Organizations of the Future, I.E.S.E. Note FHN-273. With A. Ferreira.

Atlantic Resort Management S.L. (A), I.E.S.E. Case FH-545; (B) Case FH-546.

A New Name: A New Thing? The History of an Organizational Change (A), I.E.S.E. Case FH-532. With C. Mazza.

A New Name: A New Thing? The History of an Organizational Change (B), I.E.S.E. Case FH-533. With C. Mazza.

Henry V, I.E.S.E., Case FH-508. Teaching Note FHT-9.

12 O'clock High, I.E.S.E. Teaching Note FHT-10.

Benito González (A), I.E.S.E. Case FH-504.

Leader Construction, I.E.S.E. Case FH-499. With P. Miller.

José Miguel Portales, I.E.S.E. Case FH-283.

I.P.R.E.S.A. (B) I.E.S.E. Case P-500.

I.P.R.E.S.A. (A) I.E.S.E. Case P-420. Presented at the European Case Development Workshop of the European Foundation for Management Development. Holland, 1985.

Conferences, Presentations and Research Papers

(2013) 6th Annual "New Directions in Leadership Research" Conference, INSEAD, June 21-22.

(2012) Keynote Speaker, Inauguration Ceremony Master's Human Resource Management, Universidad Carlos III, September 24th.

(2012) Member of the Organizing Committee and Chair Panel. 8th New Institutionalism Workshop. ESADE March 15-16.

(2011) Chair Panel New Political Cycles in Catalunya and Spain, St. Benet, September 26-27-

(2011) Panel Institutional Leadership. Academy of Management, San Antonio, Texas, August.

(2011) The Hegemony of the Markets and the Subordination of Politics in Spain. Annual Conference Society for the Advancement of Socio-Economics, Maxrid, June 22-25.

(2011) Moral and Leadership Imagination. Teaching Leadership and Values Conference. Harvard Business School, June 9-10.

(2011) Horizontes de la Educación Emocional desde las Escuelas de Negocio. Fundación Balía, Madrid, March 3.

(2010) Liderazgo Político en España. Cátedra LiderazgoS y Gobernanza. ESADE, Barcelona, June 2.

(2010) Theories of Managerial Action. Organizational Science Winter Conference. Steamboat Springs, CO. With S. Svejenova. February.

(2009) Leadership and Power and Influence. Theorizing Leadership Conference. INSEAD, November.

(2009) El Liderazgo Empresarial. St.Benet ESADE Conference. September 28.

(2009) Teaching Leadership. Harvard Business School, June.

(2009). Liderazgo hacia Adentro. Cátedra LiderazgoS y Gobernanza ESADE, Sant Benet, September 19.

- (2009). Deconstructing Obama. Cátedra LiderazgoS y Gobernanza ESADE, January 19.
- (2008) Cómo analizar y mejorar el Capital Social. Clase Magistral. Master en Gestión de Proyectos de Ingeniería en el Medio Rural, Escuela Técnica Superior de Ingenieros de Montes. Madrid, December 18.
- (2008) Innovazione: un motore per lo sviluppo. Forum Internazionale: Economia e Societa' Aperta. Università Bocconi. Madrid, November 25-26.
- (2006) Convenor of the Track Evolution of Global Management Knowledge. International Federation of Scholarly Associations of Management VIIIth World Congress. Berlin, September. With C. Mazza and B. Usdiken.
- (2006) Political Theories of Organizations and of Corporate Power. Keynote Speech. Latin-America Europe Organization Studies Conference. Puebla, México. January 11.
- (2005) The Increasing Role Professional Service Firms Play in the Reform of Shareholder Meetings. I.E.S.E. Working Paper 590, May. With J. E. Ricart.
- (2004) United Careers. Academy of Management. August, New Orleans. With S. Svejenova.
- (2004) Convenor of the Theme New Organizational Forms. Annual E.G.O.S. Colloquium, Lubljajna, July. With M. Koza.
- (2003) Coupling Knowledge and Action in Management: What Does it Mean for Business Educators? Conference The Role of Humanities in the Formation of New European Elites, promoted by The Giorgio Cini Foundation, the Istituto Studi Direzionali, Milan, and Said Business School, Oxford University. September 10-12, Venice. With C. Mazza and J. Stranggard.
- (2003) The Role of Shareholder General Meetings in Corporate Governance. 6th International Conference on Corporate Governance and Board Leadership. October, Henley College, UK. With J. E. Ricart and J. Gifra.
- (2003) The Dynamic Face of Networks: Imprints of Film Directors' Style. American Sociological Association. August, Atlanta. With S. Svejenova.
- (2003) The Dynamic Face of Networks: Imprints of Film Directors' Style. Annual E.G.O.S. Colloquium. July, Copenhagen. With S. Svejenova
- (2003) ¿Cómo Ayudan los Consejeros Independientes al Buen Gobierno? Universidad Internacional Menéndez y Pelayo. June 26.

- (2002). Dyads and Triads in Corporate Governance, Università Bocconi. December. With S. Svejenova.
- (2002) Social Networks and Creative Styles. Academy of Management, Organizational Theory Division. August, Denver. With S. Svejenova.
- (2002) Shielding Idiosyncrasy from Isomorphic Pressures: The Becoming of European Film Mavericks. Annual E.G.O.S. Colloquium. Barcelona, July. With S. Svejenova, C. Mazza and J. Stranggard.
- (2002) Pairs at the Top: From Tandems to Coupled Careers. Conference of the European Research Initiative of the Harvard Business School Career Evolution. London, June. With S. Svejenova.
- (2002) Where Does Management Discourse Come From? Blurring Fashion, Knowledge and Praxis into Action. Fifth Conference on Organizational Discourse. London, King's College, July. With C. Mazza.
- (2002) Breaking the Waves of Skepticism and Eagerness: The Paradox of Knowledge Seeking Managers. Third European Conference on Organizational Knowledge, Learning and Capabilities. March, Athens. With C. Mazza.
- (2001) Skeptical Eagerness: The Reading Habits of Managers (C.E.M.P. Report 10). With C. Mazza.
- (2001) The Impact of the Media in the Diffusion of Business Knowledge (C.E.M.P. Report 15). With C. Mazza.
- (2001) Governing Project Networks. I.N.S.E.A.D. (May), Instituto de Empresa (October).
- (2001) Creative Styles and Network Governance. I.E.S.E. Research Paper 435; Annual Meeting of the Strategic Management Society (San Francisco, October); Iberoamerican Academy of Management (Mexico City); I.N.S.E.A.D. (May); Annual E.G.O.S. Colloquium (Lyon). With S. Svejenova.
- (2001) Creative Styles and Network Governance. With S. Svejenova.
- (2000) The Consumption of Management Publications. I.E.S.E. Research Paper 420. With S. Svejenova and C. Mazza
- (2000) The Consumption of Management Publications. Annual E.G.O.S. Colloquium, Helsinki, July. With S. Svejenova and C. Mazza.
- (2000) Contents and Influence of Academic Management Journals. I.E.S.E. Research Paper 410. With S. Svejenova.

- (2000) Symbiotic Careers in Movie Making: Agustín y Pedro Almodóvar. Presented at the Conference Careers in Creative Industries, London Business School, March. With S. Svejenova.
- (2000) Symbiotic Careers in Movie Making: Agustín y Pedro Almodóvar. I.E.S.E. Research Paper 414. With S. Svejenova.
- (2000) Nuevos Retos para Ejecutivos de Éxito: El Desarrollo de Competencias de Poder e Influencia. Ciclo de Conferencias del Center for Organizational Studies at E.A.D.A. Business School. Barcelona, February.
- (1999) Organizing on the Edge: Conquering and Surviving Mount Everest. Workshop Complexity and Organization, European Institute for Advanced Studies in Management. Brussels, June. With J. S. Montes.
- (1999) Paper Governance Mechanisms for Effective Leadership: The Case of Spain. III Seminari Internacional of The Institut Catalá de Finances. Sitges, October. With M. A. Gallo and J. E. Ricart
- (1999) The Management Publishing Industry in Europe. I.E.S.E. Working Paper 99/4. With J. Mur and C. Mazza
- (1999) Organizing on the Edge: Heading to Mount Everest. I.E.S.E. Research Paper 393. With J. S. Montes
- (1999) Convenor of the Group The Change of Managerial Practices. Annual E.G.O.S. Colloquium. Warwick, July. With L. Engwall
- (1998) Theories of Managerial Action and their Impact on the Conceptualization of Executive Careers. I.E.S.E. Research Paper 370.
- (1998) Governance Mechanisms for Effective Leadership: The Case of Spain. I.E.S.E. Research Paper 371. Spanish version in I.E.S.E. Research Paper 374. With M. A. Gallo and J. E. Ricart.
- (1998) Convenor of the track "The Change of Managerial Practices." Annual E.G.O.S. Colloquium. Maastricht, July. With Lars Engwall.
- (1998) Claim, Intent and Persuasion: Seeking Legitimacy through the Rhetoric of Mission Statements. I.E.S.E. Research Paper. With C. Mazza.
- (1998) Claim, Intent and Persuasion: Seeking Legitimacy through the Rhetoric of Mission Statements. 3rd. International Conference on Organizational Discourse: Pretexts, Subtexts and Contexts. King's College, University of London, July. With C. Mazza.

(1998) Haute Couture or Prêt-a-Porter: Creating and Diffusing Management Practices through the Popular Press. I.E.S.E. Research Paper 368. With C. Mazza.

(1998) The New Executive Competencies and their Development. Marketing Club. Barcelona, February.

(1997) Haute Couture or Prêt-a-Porter: Creating and Diffusing Management Practices through the Popular Press. Score/Scancor Seminar on the Standardization of Organizational Forms. Organizer Nilss Brunsson. Arild (Sweden), September. With C. Mazza.

(1997) Paper Haute Couture or Prêt-a-Porter: Creating and Diffusing Management Practices through the Popular Press. Annual E.G.O.S. Colloquium. Budapest, July. With C. Mazza.

(1997) The Contribution of the Neo-Institutional School to Organizational Theory: Paving the Way to the Political Hypothesis. Work, Organizations and Markets Workshop, Harvard Business School, April.

(1997) The Contribution of the Neo-Institutional School to Organizational Theory: Paving the Way to the Political Hypothesis. I.E.S.E. Research Paper No. 347, September.

(1997) La Evolución de las Estructuras Organizativas. Research Seminar de Investigación, Facultad de Ciencias Económicas Y Empresariales, Universidad de Navarra, March.

(1995) Convenor of the Research Workshop the Institutionalization and Change of Managerial Knowledge, the European Management and Organizations In Transition Program of the European Science Foundation, Barcelona.

(1995) The Role of Popular Business Media in the Diffusion of Business Knowledge. E.M.O.T. Research Workshop the Institutionalization and Change of Managerial Knowledge. Barcelona. With C. Mazza.

(1993) The International Popularization of Entrepreneurial Ideas in the 1980s. Annual E.G.O.S. Colloquium, Paris, July.

(1993) Teaching Across-Cultures. International Teachers Program, I.N.S.E.A.D., France, July.

(1993) Moderator of the Group Organizations of the Future at the bi-annual Conference of the Center for Organizational Studies, Barcelona.

(1992) The International Popularization of Entrepreneurial Ideas In The 1980s: Elements for a Sociology of Business Knowledge. Annual Meeting of the American Sociological Association, Pittsburgh, August.

(1992) Managing Internationally: The International Dimensions of Managerial Task (I.E.S.E. Research Paper 254. Spring (Columbia University) and Autumn (I.E.S.E.) Meetings of the I.C.E.D.R. (International Consortium for Executive Development Research). With J. Roure, C. García-Pont and J. L. Nueno

(1992) The Success of Entrepreneurial Education in the 1980s. Second Global Conference on Entrepreneurship Research, London, March.

(1991) Narrative Fiction as a Pedagogical Tool and its Application to Management Education". Research Conference of the European Foundation for Management Development (E.F.M.D.), Palermo, October. With C. Merchán.

(1991) Socio-Economic Approaches to the Popularization of Economic Ideas. II Conference of the Society for the Advancement of Socio-Economics, Stockholm School of Economics, June.

(1991) Doctoral Dissertation the International Institutionalization and Diffusion of The New Entrepreneurship Movement: A Study in the Sociology of Organizational Knowledge. Harvard University, January. Thesis Committee: Paul Lawrence (Business School), Orlando Patterson (Sociology), Howard Stevenson (Business School). University Microfilms, Ann Arbor, Michigan, 1991.

(1990) The International Institutionalization and Diffusion of Business Ideas. Presented at the XII World Congress of Sociology. Madrid, July.

(1989) Narrative Fiction as a Way of Knowledge and its Application to the Development of Imagination for Action. Second Conference of the Section "Organizational Symbolism" of E.G.O.S. Barcelona, September. With C. Merchán.

(1989) Elements for a Social Approach to the Transformation of Organizational Ideas. Annual E.G.O.S. Colloquium. Berlin, July.

(1989) The Role of Leadership and its Symbolics in the Development of Organizational Theory. 4th International Conference on Organizational Symbolism and Corporate Culture Organized by I.N.S.E.A.D. and the Section "Organizational Symbolism" of E.G.O.S. Fontainebleau, France, June.

(1989) The Effect of European Integration on Business Practices through Management Education. Paper Awarded First Prize at the 9th International Management Symposium Organized by the University of St. Gallen, Switzerland, on "European Integration and Global Competitiveness," May.

(1989) The Diffusion of Knowledge for Action in Organizational Theory. Presented at the First Research Conference Organized by the E.F.M.D. Barcelona, April.

(1987) Research Paper La Dirección de Personal en el Sector Español de Bancos y Cajas de Ahorro, 1985. Funded by the Fundación para la Investigación Económica y Social of the Asociación Española de Cajas de Ahorro.

Consulting

1991-present: Independent Consultant. Projects have included, among others:

- Evaluation and development of the fourth generation of a multinational family firm.
- Design and implementation of the formal structure and managerial systems of a health services organization.
- Design and implementation of the formal structure and managerial systems of the Spanish branch of a multinational publishing house.
- Design and implementation of the formal structure and managerial systems of a catalogue sales firm.
- Design and implementation of the formal structure and managerial systems of a luxury goods multinational.
- Design and implementation of the formal structure and managerial systems of a world-wide hotel chain.
- Implementation and practice of 360 ° feedback systems.
- Change management of the social security of a Latin American country.
- Out-door training for a food producer multinational.
- Design and implementation of the performance appraisal system of the metropolitan transportation authority of a large European city.
- Design and implementation of a new work system in the Spanish factory of a European industrial group.
- Restructuring of a Spanish business unit of a multinational tele communications company (with the New York consulting firm, Delta Consulting).
- Design and implementation of the change process in the Spanish delegation of a multinational French company in the metal container sector.
- Design and implementation of the change process in the Spanish delegation of a multinational French company in the insurance sector.
- Design and implementation of the formal structure of a high growth Spanish company.
- Design and implementation of the governance structure of a medium size family firm.

1983-84: Associate Consultant, Management Analysis Center (M.A.C.).

- Among other projects: design and implementation of a new budgeting system for the public sector of a Latin American country; and project for the privatization of an industrial sector of a Latin American country.

ANNEX 1. Media Contributions: Articles and Interviews and Quotes

Articles

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- (2012) El Estancamiento Electoral del Catalanismo. *La Vanguardia*, December 5.
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