

CURRICULUM VITAE

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Nationality : Israeli
Year of Birth : 1963
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• Education

- B.A. 1983 - 1987
 New York University, NY, USA
 Psychology
 Graduation: **Cum Laude**
- M.Sc. 1987 - 1991
 City University of New York, NY, USA
 Industrial/Organizational Psychology
- M.Phil. 1991 -1992
 City University of New York, NY, USA
- Ph.D. 1987 - 1992
 City University of New York, NY, USA
 Industrial/Organizational Psychology
 Dissertation: Attributions about Male and Female Leaders in Organizations
 Adviser: Prof. Walter Reichman
- Postdoc. 1992 - 1993
 Technion, Haifa, Israel
 Postdoctoral research: Attributions about Male and Female Leaders in Organizations – A Cross Cultural Study
 Advisor: Prof. Miriam Erez
- Postdoc. 1993 - 1994
 The Ministry of Arts and Science
 Postdoctoral research: Attributions about Male and Female Leaders in Organizations – A Cross Cultural Study

• Professional activities - Universities

- 2012-present:** Senior teacher – **Ben Gurion University**, MBA Program
- 2003-present:** Lecturer - **Hertzelia Interdisciplinary Center**, Arison School of Business Management
- 2004-2005:** Lecturer- **The Technion**, MBA Program
- 1997:** Lecturer – **Bradford University** (Tel-Aviv), MBA Program
- 1994-1995:** Lecturer - **The Israeli College**
- 1993-1995:** Lecturer – **College of Management**
- 1993-2001:** Lecturer - **Boston University** (Be'er-Sheva and Tel-Aviv), MBA Program
- 1992-present:** Lecturer – **Ben Gurion University**, MBA Program, Management Program for management and officers, the “Mandel Foundation” Program, The “Ritz Foundation” Program, Israeli Air Force Academy Program
- 1990-1992:** Lecturer - **City University of New York**

- **Educational activities - courses taught**

- Leadership in Organization
- Human Resource Development
- Human Resource Management
- Organizational Behavior
- Practicum in I/O Consultation
- Quality Management
- Introduction to Industrial/Organizational Psychology
- Introduction to Psychology

- **Professional activities**

1993-present: Conducting lectures and workshops in the following subjects: Manager and Leadership development, Human Resource Development and Organizational Behavior - in various organizations, ie: IBM, JobInfo, HyNEX – Elbit, E.D.S. Israel, The Israeli 2nd television and Radio Authority, Ministry of Defense and Defense Forces, Airforce (for Majors and Lt. Colonels), Land Forces Command, Elite, Strauss/Elite, Super-Sal, Bank Yahav, Industrial Development Bank, Bank Leumi, Vadash Bakery, Professional Advancement Center in Hoteliery, Kaniel Ltd., Shell, Nuclear Research Institute (Kamag – Dimona), Osem, Savoy – Be'erot Itzhak, Elzan, El-AI, Holon Municipality, Ministry of Industry & Commerce, Bezeq, Paz – Oil Co Inc., Isracard, Ben Gurion University, ORT, Mofet Institute, etc.

1993-1995: Conducting workshops in the following subjects at *The Israeli Management Center*:
From Management to Leadership, Motivation and Empowerment in the Workplace, Management by Objectives (MBO), Organizational and Interpersonal Communication, Developing Teamwork in the Workplace, Organizational Culture and Climate, Women and Leadership, Job Analysis and Job Evaluation, Performance Appraisal and Human Resource Management

- **Significant professional consulting**

2012: Vision Development - *RIT Technologies*

2010-present: Development of Employee Performance Appraisal system, Manager Development - *The International Bank of Israel – Mataf Computer and Financial Operation*

2007-present: Organizational consulting, mentoring, management development and employee appraisal processes - *Petroleum & Energy Infrastructures Ltd*

2005-present: Academic Management – *UniverCity Training and Development Center*

2003-2010: Strategic planning - *Israeli Air Force*

2010: Vision development, organizational strategy and teamwork – *Bank Leumi: Backroom Wing*

2010: Vision and organizational strategy development - *The Ministry of Education-Southern District*

2010: Vision and organizational strategy development – *Ben Gurion University: Chemical Engineering Department*

2007-2008: Vision and organizational strategy development - *Ha-Shmira Group: Protection Technologies*

2007: Vision and values development - *The Civil Aviation Authority*

2006-2008: Organizational strategy development, Job Analysis development - *Ha-Shmira Ltd.*

- 2006:** Vision and strategy development – *Israeli Defense Force "Division 5"*
- 2005:** Strategy development – *Moked 99*
- 2004:** Leading strategy discussions - *Kibbutz Sdot-Yam*
- 2003-2004:** Vision and organizational strategy development - *Israeli Police Force*
- 2002-2006:** Organizational consulting, founding of the Human Resources Division, vision and organizational strategy development, development and implementation of Performance Appraisal processes, development and implementation of a Employees Job Satisfaction survey, training and development - *The 2nd Authority of Television and Radio*
- 2001-2006:** Management training (for researchers and department heads, mid and senior management) and organizational consultation - *The Nuclear Research Center Negev (Kamag)*
- 2001-2003:** Organizational consultation - *Yehuda Berman Ltd.*
- 2001-2002:** Organizational consultation – *Ben Gurion University*
- 2000-2009:** Training and academic consultation - *Israeli Air Force: The Officer Training Institute*
- 2000:** Organizational consultation - *Holon City Municipality*
- 1998-1999:** Organizational consultation – *Ben Gurion University*
- 1998-1999:** Organizational consultation - *"Asot" Ashkelon*
- 1997-1998:** Organizational consultation - *H.M.M Ltd. Global Wire Group*
- 1997-1998:** Organizational consultation - *Fenicia Glass Industries Ltd.*
- 1995-1996:** Organizational consultation - *Agresco Agricultural Export Ltd.*

- **Awards and Recognitions**

- 2006-2007:** Outstanding Faculty Award for Teaching Excellence, Ben Gurion University, Israel
- 2002-2003:** Outstanding Faculty Award for Teaching Excellence, Ben Gurion University, Israel
- 1998-1999:** Outstanding Faculty Award for Teaching Excellence, Boston University, Israel
- 1994-1995:** Outstanding Faculty Award for Teaching Excellence, Boston University, Israel
- 1995:** Recognition for professional contribution, International Military Liaison
- 1987:** President's Honor List
Catherine Vassilekis Award
University Honors Scholar (Excellence in Scholarship & Research)
Founders Day Award
- 1986-1987:** Honors Program in Psychology
Dean's Honor List

- **Membership in professional/scientific societies**

- 2000-present** Academy of Human Resource Development
- 2000-present** American Psychological Society
- 1997-present** IODA, International Organization Development Association
- 1996-present** IPA, Israeli Organization Development Association
- 1994-present** The Israeli Psychological Association
- 1993-present** Society for Industrial and Organizational Psychology
- 1993-present** Academy of Management
- 1992-present** American Psychological Association
- 1987-present** Life Member, Psi-Chi (National Honor Society of Psychology)
- 1987-present** Life Member, NYU Alumnae Club, Inc. (in recognition of outstanding achievements as a student of NYU)

- **Publications**

Cohen-Kaner I. (2002) "Hail the Delegator", *Management*, February-March, 16-19.

Cohen-Kaner I. (2000) "Interpersonal Communication and Teamwork", *Resources*, 226, 2

Cohen-Kaner I. (1998) "Performance Appraisal", *Resources*, 226, 2

Cohen-Kaner I. (1996) "Everybody Evaluate Everybody", *Status*, 66, 8-10

Cohen-Kaner I. (1992) *Attributions About Male and Female Leaders in Organizations*
Bibliotechnical Services, Ltd., New York, N.Y, 179pp

- **Presentations at conferences**

2004: American Psychological Association, Implementing Change- A Case Study:
The Israeli Second Television & Radio Authority – U.S.A.

2000: The 15th World Conference of IODA, Implementing Job Analysis in Holon
Municipality - Thailand

1999: Forging Regional Cooperation in the Mediterranean Basin, A Cross Cultural
Perspective of Transformational Leadership - France

1998: The 13th World Conference of IODA, Perceptions about Management and in
Israel: Cross Organizational Study – Kenya

1997: The 12th World Conference of IODA, The Relationship between Transformational
Leadership And Organizational Change – Hungary

1993: Scientific Conference: Ergonomics in Russia, the Other Independent States
and Around the World – Industrial Democracy in "Hasin-Esh", Israel – Russia