

Alon Lisak

CURRICULUM VITAE AND LIST OF PUBLICATIONS

Address and telephone number at work:

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Education

1998-2001: **B.A. in Psychology and Communication.** Faculty of Social Science,
the University of Haifa, Haifa, Israel, *Magna Cum Laude*.

2001-2004: **M.A. in Organizational Psychology,** Department of Psychology, The
University of Haifa, Haifa, Israel. *Magna Cum Laude*. **Advisor: Prof.
Micha Popper.**

Title of thesis: Motivation to Lead (MTL) – Antecedents of the
Motivation to Lead and a Comparative Study Between Groups of
"Leaders" and "Non-leaders" and within the Group of "Leaders".

2006-2011: **Ph.D. in Organizational and Industrial Psychology,** Faculty of
Industrial Engineering and Management, Technion- Israel Institute of
Technology, Haifa, Israel. **Advisor: Prof. Miriam Erez.**

Title of thesis: Global Leadership Behaviors and Followers' Openness
to Cultural Diversity as Antecedents of Multi-Cultural Team Identity
and Effectiveness.

Employment History

2011- Current: Lecturer, Department of Management, Guilford Glazer Faculty of Business
and Management, Ben-Gurion University of the Negev, Israel.

Professional Activities

(a) Positions in academic administration

2011-Current: Head of the OB orientation, Department of Management, Guilford
Glazer Faculty of Business and Management, Ben-Gurion University
of the Negev, Israel.

2012- Current: Head of the Honors Program, Guilford Glazer Faculty of Business
and Management, Ben-Gurion University of the Negev, Israel.

Alon Lisak

2013- 2014: Chairman of the Department of Management Teaching Committee. Department of Management, Guilford Glazer Faculty of Business and Management, Ben- Gurion University of the Negev, Israel.

2013-2014t: Head of the Management division. The Air- force Academy. Ben- Gurin University of the Negev.

(b) Significant professional consulting

2004-2006: Organizational adviser in the “Milestone” company

2003-2006: Occupational adviser in Berman Center, Haifa University, Israel

(c) Editor or member of editorial board of scientific or professional journal

2011- Current: Member in the editorial review board of the Journal of Managerial Psychology (JMP).

(d) Membership in professional/scientific societies

2007- Current: Academy of Management (AOM) - Academic member.

Educational activities

(a) Courses taught

Advanced Leadership Issues (Graduate, MBA). Ben-Gurion University, Guilford Glazer Faculty of Business and Management (2013-current).

Leadership- Research Seminar (Undergraduates). Ben-Gurion University, Guilford Glazer Faculty of Business and Management . (2012-2013).

Leadership and Management in organizations (Undergraduates). Ben-Gurion University, Guilford Glazer Faculty of Business and Management . (2011-current).

Organizational Behavior-Macro (Undergraduates). Ben-Gurion University, Guilford Glazer Faculty of Business and Management (2011-Current).

Organizational Behavior (Undergraduates). Bar-Ilan University- Department of Psychology (2010-2011).

Leadership and Team Processes (MBA, Graduates). Technion- Faculty of Industrial Engineering and Management (2008-2011).

Introduction to Statistics (Undergraduates). The Open University (2005).

Organizational Behavior (Undergraduates).The Ruppin College Management School (2004-2006).

(b) Research Students

All students are in progress

- (1) **Sharon Harel (M.A.)**- The contribution of team interdependence, work meaning and social capital to the relation between leadership performance and team performance
- (2) **Ahuva Harel (M.A., Co with Dr. Mosi Rosenboim)**- The relation between risk taking, self-control, time preference and transformational and transactional leadership.
- (3) **Nativ Fried (M.A.)**- The differences between talent management and others: Empirical examination.
- (4) **Aya Zieger** (Honors program)- TBA
- (5) **Zohar Baruch** (Honors program)-TBA

Awards, Citations, Honors, Fellowships

(a) Honors, Citation Awards

- 2012**- Winner of the Global Leadership Advance Center Dissertation award for 2011. San Jose state University, CA, USA. (\$1,500)
- 2009**- Tel-Aviv University and Dan-David foundation- - Dan-David Prize for doctoral and post-doctoral students (\$15,000)
- 2009**- Technion- Israel Institute of Technology - Gutwirth Excellence Award. (\$4,000)
- 2008**- Technion- Israel Institute of Technology- Jacobs Excellence Award (\$4,000)
- 2008-2010** - Technion- Israel Institute of Technology - Excellence teaching evaluation award for lecturers- MBA program.

(b) Fellowships

- 2006-2010** - Full doctoral scholarship, Faculty of Industrial Engineering and Management, Technion- Israel Institute of Technology .
- 2001-2003** - Rigger scholarship for graduate students, Haifa University .
- 1999- 2001**- Rigger scholarship for undergraduate students, Haifa University .

Scientific Publications

H index: 4

(a) Conference proceedings

- (1) Lisak, A. & Erez, M.(2009). Leaders and Followers in Multi-Cultural Teams: Their Effects on Team Communication, Team Identity and Team Effectiveness. In *Proceeding of the 2009 International Workshop on Intercultural Collaboration* . ACM, New York, NY,(81-88).

- (2) Lisak, A. (2013). Leadership Emergence in Multicultural Teams: The Power of Global Characteristics. *Academy of Management proceedings*, 2013:1 12123. doi:10.5465/AMBPP.2013.12123abstract

(b) Refereed articles and refereed letters in scientific journals

- (1) Popper, M., Amit, K., Gal, R., Sinai, M. & Lisak, A. (2004). The Capacity to Lead: Major Psychological Differences Between “Leaders” and “Non-Leaders”. *Military Psychology*, 16,(4), 245- 263.
- (2) Amit, K, Popper, M., Gal, R., Mishkal Sinai, M. & Lisak, A. (2006). The Potential to Lead: The Difference Between “Leaders” and “Non-leaders”. *Megamot*.44(2): 277-296 (Hebrew).
- (3) Amit , K , Lisak , A , Popper , M & Gal , R . (2007). Motivation To Lead (MTL) – Research on the Motives for Undertaking Leadership Roles. *Military Psychology*, 19(3), 137-160.
- (4) Amit, K, Popper, M., Gal, R., Maman, T, & Lisak, A. (2008). On the Development of Leaders: A Comparative Study of Leaders and Non-Leaders”. *Megamot 45(3)*, 464-488. (Hebrew).
- (5) Amit, K., Popper, M. Gal, R., Maman, T & Lisak, A. (2009). Leaders and Non-Leaders: A Comparative Study of Some Major Developmental Aspects. *Journal of North American Management Society*, 4(2), 2-19.
- (6) Amit, K., Popper, M. Gal, R., Maman, T., & Lisak, A. (2009). Leadership-Shaping Experiences: A Comparative Study of Leaders and Non-Leaders. *Leadership and Organization Development Journal*, 30(4), 302-318.
- (7) Erez, M., Lisak, A., Harush, R., Glikson, E., Nouri, R. & Shokef, E. (2013). Going Global: Developing Management Students' Cultural Intelligence and Global Identity in Virtual Culturally Diverse Teams. *The Academy of Management Learning and Education journal*, 12 (3), 330-355.
- (8) Lisak, A. & Erez, M. (2015). Leadership Emergence in Multicultural Teams: The Power of Global Characteristics. *Journal of World Business*.50 (1), 3-14.

(c) Published scientific reports and technical papers

- (1) Lisak A., Amit, K., Popper, M. and Gal, R. (2006). Motivation to Lead - Research on the Motives for Leadership Roles. IPPA journal (Hebrew).
- (2) Popper, M., Amit, K., Gal, R., Mishkal-Sinai, M., & Lisak A. (2007). The leadership formula: PxMxD. ARI Contractor Report 2007-10, United States Army Research Institute.

Lectures and Presentations at Meetings and Invited Seminars not Followed by Published Proceedings

(a) Presentation of papers at conferences/meetings (oral)

- (1) Lisak, A. and Erez, M. (June, 2007). Proposed Model for Leadership Effectiveness in MCTs. Conference of Global and Cross-Cultural Management. International Doctoral Consortium. Aarhus, Denmark.
- (2) Lisak, A. and Erez, M. (August, 2008). Leading Multicultural Teams in the Global Work culture. Academy of Management Conference, Anaheim, California, USA.
- (3) Lisak A. and Erez, M. (February 2009). Leaders and Followers in Multi-Cultural Teams: Their Effects on Team Communication, Team Identity and Team Effectiveness. IWIC conference, Stanford, USA.
- (4) Lisak A, and Erez, M. (August, 2009). Understanding the Contribution of Transformational Leadership to the Development of Cultural Intelligence (CQ) and Global Identity (GI) in MCTs. Academy of Management Conference, Chicago, Illinois, USA.
- (5) Lisak, A. and Erez, M. (August, 2009). Understanding Global Leadership Behaviors and Multicultural Team Effectiveness. Academy of Management Conference, Chicago, Illinois, USA.
- (6) Lisak, A.; Erez, M. and Shokef, E. (April, 2010). Contribution of Global and Local Identity to MCTs Leadership Effectiveness. SIOP Conference, Atlanta, Georgia, U.S.A.
- (7) Erez, M. and Lisak, A. (August, 2010). Who Are You, the Global Leader? Academy of Management Conference, Montreal, Canada.
- (8) Lisak, A., Erez, M. and Schippers, M. (August, 2011). The Emergence of Leadership in MCTs: the Relation to Global Characteristics. Academy of Management Conference, San-Antonio, Texas, U.S.A.
- (9) Lisak, A. & Erez, M. (December 2011). Global Leadership Behaviors and Followers' Openness to Cultural Diversity as Antecedents of Multi-Cultural Team Identity and Effectiveness. Israel Organizational Behavior Conference, Tel- Aviv, Israel.
- (10) Lisak, A. & Harush, R. (August, 2013). Going Global: Developing Management Students' Global Characteristics through a Multicultural Team Project. In the Academy of Management Conference, 2013, Orlando, FL, USA. In the symposium "Developing Intercultural Competences through Cross-Cultural Management Education" (Chairs: Jacob Eisenberg, Charmine Härtel and Günter Stahl). ***Winner of the MED Best Global Symposium award, Finalist for the 2013 Emerald Best International Symposium Award.***

- (11) Lisak, A. & Erez, M. (August, 2013). The Contribution of Leaders' "glocal" Identity to Psychologically Safe Communication Climate and to Leadership Effectiveness in MCTs. In the symposium "The contributions of context-related global characteristics to global leadership effectiveness" (Chairs: Alon Lisak & Miriam Erez). Academy of Management Conference, 2013, Orlando, FL, USA. Finalist for the 2013 Emerald Best International Symposium Award.
- (12) Lisak, A. & Erez, M. (August, 2013). Leadership Emergence in Multicultural Teams: The Power of Global Characteristics. Academy of Management Conference, Orlando, FL, USA.

(c) Conference Activities

January 2014- Conference co-organizer. Israel Organization Behavioral Conference (IOBC). Tel-Aviv, Israel, 5-7 January, 2014.

August 2013- Chair Symposium (with Miriam Erez). "The contributions of context-related global characteristics to global leadership effectiveness". Academy of Management Conference, Orlando, FL, USA. ***Finalist for the 2013 Emerald Best International Symposium Award.***

August 2013- Discussion Leader in the workshop "Global Leadership at the Intersections" (Organizers: Joyce Osland, Mark Mendenhall and Guenter Stahl). Academy of Management Conference, Orlando, FL, USA.

August 2009 - Chair Symposium (with Miriam Erez and Nancy Adler). Global Leadership: From Domestic and Multi-Domestic to Global Leaders. Academy of Management Conference, Chicago, Illinois, USA.

(c) Seminar presentations at universities and institutions

5/2011-Global Leadership Behaviors and Followers' Openness to Cultural Diversity: Understanding Multicultural Team Effectiveness. Erasmus Research Institute of Management –Erasmus University, Rotterdam, Netherlands.

Research Grants

2013- SHRM foundation grant (PI's- Alon Lisak, Cynthia Lee and Miriam Erez). Role of Global Leadership Capital in Advancing Multi-Cultural Team's Innovation and Effectiveness. (\$128,743). Two years study (till June 2015).

2008- SHRM foundation grant (PI- Miriam Erez). Managing Multi-Cultural Teams: From a cross-cultural to a global perspective. (\$75,000). Two years Study (2008-2010).

Present Academic Activities

Articles under review

(1) Lisak, A., Erez, M., Yung, S. & Lee, C. Enhancing innovation and effectiveness of multicultural teams by leaders' global capital. *Under review in the Journal of International Business Studies.*

Articles in preparation

(1) Lisak A., Harush, R. & Erez, M. Global and Local Identity as Antecedents of Leadership Effectiveness in MCTs.

(2) Harel, S., Lisak, A. & Icekson, T. Positive psychology and team performance: the power of leadership empowerment.

(3) Lisak A., Erez, M. & Schippers, M. Global Leadership Behaviors and Followers' Characteristics: Understanding Multicultural Team Effectiveness. .

(4) Lisak, A. & Nativ, F. The power of empowerment: Understanding the antecedents for talent management selection.