

April 2014

## **Galit Eilam-Shamir**

### CURRICULUM VITAE AND LIST OF PUBLICATIONS

#### **• Education**

- 1995-1999      Ph.D. Business Administration, Hebrew University of Jerusalem  
Dissertation: "The Contribution of Personal Resources and Job  
Insecurity Appraisals to the Coping Strategies Used by  
Individuals in Periods of Organizational Downsizing".  
Ph.D. Supervisor: Abraham Friedman.
- 1982-1985      M.A. Organizational Behavior. Tel Aviv University, Israel.  
Thesis: "The Generation of Importance Weight in the Decision  
Making Process".  
M.A. Supervisor: Dan Zakay.
- 1974-1977      B.A. Social Work. Hebrew University, Israel.

#### **• Employment History**

- 1995-2014      Senior Lecturer  
Ono Academic College
- 1989-2008      Adjunct Senior Lecturer, School of Business Administration,  
Hebrew University of Jerusalem
- 2004              Research Fellow, Institute of Management and Human  
Resources, University of St. Gallen, Switzerland
- 1986–1990      Adjunct Lecturer  
College of Management

**• Professional Activities****(a) Professional academic functions**

- 2010-2014           Coordinator, Consultancy Program  
                          Ono Academic College
- 1997–2014           Head of MBA Specialization in Organization Studies in  
                          Management  
                          Ono Academic College
- 1999-2000           Dean of Students  
                          Ono Academic College

**(b) Professional functions outside universities/institutions**

- 2005                   Member of the consulting committee on the future strategy of the  
                          National Insurance Institute

**(c) Significant professional consulting**

1985-2014 – Consulting to dozens of organizations in the business and public sectors including among others: Ministry of Foreign Affairs, The National Insurance Institute, Israel Defense Forces, The Local Government Center, Israel Electricity Company, Bezeq Telecommunications, Mizrahi-Tfahot Bank, Mivtahim Pension Fund, Strauss-Elite Group.

**(d) Membership in professional/scientific societies (past and present)**

- 1999-2013 – Academy of Management
- 2009-2014 – Israel Association of Organizational Development (Senior consultant, member of the committee for the regulation of the profession through legislation)
- 1998-1999 – Israel Association of Industrial Relations (Board member)

• **Educational Activities**

(a) Courses taught

Graduate Courses

Consulting to Organizations

Leadership in Organizations

Organizational Behavior – Micro

Organizational Behavior - Macro

Organizational Change

Organizational Diagnosis

Organizational Learning

Undergraduate Courses

Human Resources Management

Organizational Behavior

• **Publications**

(a) Authored books

Eilam Shamir, G. (2012) *Authentic Leadership: Life Stories and Meaning*, Ono Academic College

(b) Editorship of collective volumes

Eilam Shamir, G. & Yaakobi, E. (2009) *Management under Uncertainty*, Ono Academic College

Eilam, G. (2001) *Human Resources in the Local Government*, Local Government Center

(c) Chapters in collective volumes

Eilam-Shamir, G. & Shamir, B. (2013) Life stories, Personal achievement and authenticity: Can leaders be authentic without pursuing the "higher good"? In D. Ladkin & C. Spiller (Eds.), *Authentic Leadership: Concepts, Coalescences and Clashes*. Edward Elgar.

- Eilam Shamir, G. & Yaakobi, E. (2010) Traces of the past and expectations about the future: Current job security and expectations from a future employer. In Menon, S. J. (Ed.) *Competing Values in an Uncertain Environment: Managing the Paradox*. Shreveport, LA: ISSWOV- International Society for the Study of Work and Organizational Values. pp. 194-201.
- Eilam-Shamir, G. (2009) Job insecurity in a period of organizational downsizing and its managerial implications. In Yaakobi, E. & Eilam-Shamir, G. (Eds.), *Management in Times of Uncertainty*. Ono College. pp. 65-178. (In Hebrew).
- Bruch, H., Shamir, B., & Eilam-Shamir, G. (2007) Managing meanings in times of crisis and recovery: A stress-theoretical perspective on promotion- and prevention-oriented leadership. In Hooijberg, R., Hunt, J. G., Antonakis, J., & Boal, K. (Eds.), *Being There Even When You Are Not: Leading Through Structures, Systems and Processes*. Elsevier. pp. 127-153.
- Menipaz, E., Weber, Y., & Eilam, G. (1999) Madge and Laanet: An international merger gone sour. In Edlund, T. et al. (Eds.). *Case Critique Colloquium*, Boston, NACRA. pp. 20-27.

(d) Refereed articles and refereed letters in scientific journals

- Shamir, B., & Eilam-Shamir, G. (2016). "Reflections on leadership, authority, and lessons learned." *Leadership Quarterly*.
- Eilam-Shamir, G., Kark, R. & Popper, M. (2016). "Boas Shamir: The Person, His Impact and Legacy." *Leadership Quarterly*.
- Eilam-Shamir, G. & Yaakobi, E. (2014). "Effects of early employment experiences on anticipatory psychological contracts". *Personnel Review*, 43, 552-553.
- Shamir, B., & Eilam, G. (2005) "What's your story? – Toward a life-story approach to authentic leadership". *Leadership Quarterly*, 16, 395-417. (GS citations = 366). Reprinted in M. F. R. Kets de Vries & K. Korotov (Eds.), *Leadership Development*. Edward Elgar Publishing, 2011.
- Eilam, G. & Shamir, B. (2005) "Organizational change and self concept threats: A theoretical perspective and a case study". *Journal of Applied Behavioral Science*, 41, 399-421. (GS citations = 54).

**• Lectures and Presentations at Meetings and Invited Seminars**(a) Presentation of papers at conferences/meetings (oral or poster)

Eilam Shamir, G. & Yaakobi, E. "Traces of the past and expectations about the future: Current job security and expectations from a future employer". Presented at the 12<sup>th</sup> International Conference on Work Values and Behavior. Lisbon, Portugal, 27-30 June 2010.

Eilam-Shamir, G. "The effects of employment experiences and employment conditions or job insecurity and psychological contract expectations." Presented at the Academy of Management Annual Meeting, Atlanta, August 2006.

Eilam-Shamir, G., & Lerner, M. "Variation in employees' reactions to organizational downsizing: Not all survivors are the same." Presented at the 10<sup>th</sup> Bi-Annual Conference of the International Society for the Study of Work and Organizational Values, Talin, Estonia, June 2006.

Bruch, H., Shamir, B., & Eilam, G. "Strategic leadership in times of organizational crisis". Presented at the International Conference on Strategic Leadership, IMD, Lausanne, August 2004.

Shamir, B. & Eilam G. "What's your story? A life-story approach to authentic leadership". Presented at the UNL/Gallup Leadership Summit, Omaha, Nebraska, June 2004.

Menipaz, E., Weber, Y., & Eilam, G. "Madge and Laanet: An international merger gone sour". Academy of Management Annual Meeting, Chicago, August 1999.

Eilam, G. & Weber, Y. "Violating psychological contracts in mergers and acquisitions". Presented at the First International Meeting on Forging Regional Cooperation in the Mediterranean Basin", Arles, France, May 1999.

• **Present Academic Activities**

(a) Research in progress

Effects of authenticity markers on followers' trust in the leader

Exploring the achievement motive in leaders' life stories