**GOURI MOHAN**

***Curriculum Vitae***

IESEG School of Management | Parvis de la Défense, Puteaux, 92800 |+33755063027| [g.mohan@ieseg.fr](mailto:g.mohan@ieseg.fr)[; https://www.gourimohan.com/](https://www.gourimohan.com/)

**ACADEMIC APPOINTMENTS**

**Assistant Professor\*** *2021 – Present*

People, Organizations & Negotiation Department

IESEG School of Management,

Parvis de la Défense, 92800 Puteaux

\* Maternity Leave: 1) October 2023 – February 2024

2) September 2022 – January 2023.

**Post-Doctoral Research Associate**

Ian O. Ihnatowycz Institute for Leadership **(**2019 – 2021**)** Ivey Business School, Western University

Ontario, Canada

**PhD in Management** *(Summa Cum Laude)*

IESE Business School, Barcelona (2014 – 2019)

Dissertation Title*: “Emergence of Individual and Collective Leadership in Self-Managing and Diverse Teams: An Investigation of Multiple Antecedent Conditions”*

**Visiting Scholar**

University of Georgia (03/2018 – 08/2018)

**MA Human Resources Management and Labor Relations**

Tata Institute of Social Sciences, Mumbai, (2010)

**Bachelor of Technology in Computer Science & Engineering**

Kerala University, India (2007)

**REFEREED PUBLICATIONS**

**Mohan G.,** Paunova M., Lee Y., (2024). From Heterogeneity to Inequality: The Impact of Nationality Diversity on Leadership in Multinational Teams, *Journal of World Business,* 59(3), pp. 1-12

* Winner of Best Translational Paper of the Year (DEI Division) at Academy of Management Conference 2021

Seijts, G. **Mohan, G**., Sosik, J., Pardo, A. C. R., Barath, I. (2024). The Effect of Character on Stress Coping Responses Through Motivation to Lead, *Journal of Character and Leadership Development*, 11 (2), 1-27

Maupin C., **Mohan G**., Jin F., Choudhary A., Deepak P., (2023). Network-based approaches to leadership: An organizing framework, review, and recommendations, *Leadership Quarterly*, 35(1), 101753.

**Mohan, G.,** G. Seijts, and R. Miller (2022). Does Leader Character Have a Gender? *Journal of Business Ethics*. 188(1), 169-186.

**Mohan, G.** (2021). Trust as a mediator of the relationship between character and perceptions of leader effectiveness during the COVID-19 crisis. *Canadian Journal of Behavioural Science 53*(3), 358–364.

Seijts, G. H., de Clercy, C., & **Mohan, G.** (2021). Trust as a mediator of the relationship between character and perceptions of leader effectiveness during the COVID-19 crisis. *Canadian Journal of Behavioural Science 53*(3), 358–364.

Seijts, G. Monzani, L. Woodley, H. & **Mohan, G.** (2021). The effects of character on the perceived stressfulness of life events and subjective well-being of undergraduate business students. *Journal of Management Education.*

**Mohan, G.**, & Lee, Y. (2019). When and how do collective global leadership and team psychological safety affect each other? Investigating the temporal dynamics in multinational teams. In J. S. Osland, M. Mendenhall, S. Reiche & B. Szkudlarek (Eds), *Advances in Global Leadership,* Volume 12*.*

**Mohan, G**., & Mulla, Z. R. (2013). Openness to experience and work outcomes: Exploring the moderating effects of conscientiousness and job complexity. *Great Lakes Herald,* 7(2), 18-36.

**PAPERS UNDER REVIEW**

**Mohan, G**., Carter, D., Maupin, C.K., [Lee](https://scholar.google.com/citations?user=yrLb3eoAAAAJ&hl=en&oi=ao), Y., & Carter, N. Leading for Yourself Versus Others: When and How Leadership Motives Shape Leader Emergence in Teams. (Revise & Resubmit at *Journal of Organizational Behavior*).

**BOOK CHAPTERS**

Webber, A. & **Mohan, G.** (2022). First Among Equals: Effects of Power Inequalities on Inclusion Practices in Organizations. In King E., Roberson Q., & Hebl M. (Eds.), *Research on Social Issues in Management* (V. 3): The Future of Diversity & Inclusion

Jones, J., **Mohan, G**., Trainer, & Carter, D.R., (2020). The changing nature of teams: Recommendations for managing 21st century. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work.*

**WORKING PAPERS**

**Mohan G.,** Trainer, H., & Carter D. Gender Differences in Leadership Structure Schema and Leader Emergence: A Socialization Perspective. (In preparation for submission to *Organizational Behavior & Human Decision Processes*)

Maupin, C. K., & **Mohan, G.**, Carter, D. R. Promoting system recovery after disruptive events: The role of leader-driven communication networks. (In preparation for submission to *Academy of Management Journal*)

**Mohan, G.** & Akkan, E. The diversity of social networks and the evolution of global identity in global virtual settings. (Data analysis stage. Targeted Journal: *Organization Science*)

Mo, R., **Mohan, G**. & Brion, S. Costs of Standing Out: The Social Consequences of Individual Performance (In)Congruence on Perceived Benevolence and Help Received in Self-Managing Teams (3rd round of data collection. In preparation for submission to *Human Relations*).

**GRANT WRITING EXPERIENCE**

* Supporting Author: *“Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance”* (6/1/2019-5/31/2022). The National Science Foundation (NSF), Science of Organizations (SoO). Carter, D.R. (PI, #1853470), Cullen-Lester, K. (PI, #1853404). Budget: $356,810.

**AWARDS & RECOGNITION**

* **Research Excellence Grant** by IESEG School of Management 2024
* Best Translational Paper by DEI Division at Academy of Management Conference 2022: *The Effects of Nationality Diversity on Leadership Perceptions in Multinational Teams*
* Finalist for the SIOP Foundation’s **Visionary Circle Grant Research 2022**: *Is Seeing Believing? The Effects of Depersonalization on Team Diversity Outcomes*

**REFEREED CONFERENCE PRESENTATIONS**

* **Mo, R** & Mohan, G. (July 2022). The role of team surface-level and deep-level diversity in intrateam trust consensus emergence. Paper presented at *The Interdisciplinary Network for Group* Research *(INGRoup) Annual Conference*, *Hamburg.*
* **Mohan, G** & Paunova, M., & Lee, Y. (August 2022). The Effects of Nationality Diversity on Leadership Perceptions in Multinational Teams. Paper presented at 81st *Annual Academy of Management (AoM) Meeting*, *Seattle.*
* **Mohan, G.** & Larson, N. (July 2020). The role of team surface-level and deep-level diversity in intrateam trust consensus emergence. Paper accepted at *The Interdisciplinary Network for Group* *Research (INGRoup) Annual Conference*.
* **Mohan, G.** & Carter, D. R. (August 2019) Ittakes time to lead for the group: The longitudinal effects of non-calculative versus affective identity motivations to lead on informal leader emergence. Paper at the 79th *Annual Academy of Management (AoM) Meeting*, Boston.
* Jones, J., **Mohan, G.** & Carter, D.R. (July 2019). Exploring teams as complex systems: Mechanisms of emergent affective/motivational team properties. Paper presented at *The Interdisciplinary Network for Group* *Research (INGRoup) Annual Conference, Lisbon, Portugal.*
* **Mohan, G.** & Carter, D.R. (April 2019). Informational diversity, team identity, and leadership decentralization. Poster presentation at the *34th Annual Society for Industrial / Organizational Psychology* (SIOP) Conference, Washington, D.C.
* Cullen-Lester, K., Carter, D.R., Frear K., Busenbark, J., Justin, J., **Mohan, G**., Tawse, A., & Listyg, B. (March 2019). Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations. Paper presentation at the *Strategic Management Society Special Conference, Las Vegas.*
* **Mohan, G**. (March 2018) Multiple antecedents of leadership emergence in teams. Paper presented at *3rd Annual Teams Research Incubator,*Northwestern University, Evanston, Chicago**.**
* **Mohan, G.,** Lee, Y., & Raes, A.(July 2017). Shared leadership and team diversity: A faultline perspective. Paper presented at *The Interdisciplinary Network for Group* *Research (INGRoup) Annual Conference*, *St. Louis, MI.*
* **Mohan, G.,** &Lee, Y., (May 2017). To lead or not to lead: Exploring the effects of leader identity strength on shared leadership. Paper presented at the *The 2nd Annual Interdisciplinary Perspectives on Leadership Symposium,* Mykonos, Greece.
* **Mohan, G.** (July 2016). Leadership perceptions: Effects of status and task performance. Paper presented at *The Interdisciplinary Network for Group* *Research* (INGRoup) Annual Conference, Helsinki, Finland.
* **Mohan, G.** & Mulla, Z. (June 2010) Openness to experience and work outcomes: Exploring the moderating effects of conscientiousness and job complexity. Paper presented at *The Annual Conference of Asia Academy of Management,* Macau.

**TEACHING EXPERIENCE**

* **Positive Leadership Development (2021-2023)**

PGE Masters

IESEG School of Management, Paris

* **International Human Resources Management (2021-2024)**

PGE Bachelors & MSc. International Business

IESEG School of Management, Paris

* **Research Methods (2023)**

IESEG School of Management, Paris

* **Developing Leadership in Organizations (2021)**

Part-time Instructor

B.S. in Leadership Studies

Brescia University College, Western University

* **Social Networks Methodologies in Leadership** **Research (2020)**

Designer and Facilitator

Florida Institute of Technology

**TEACHING INTERESTS**

* Leadership
* Diversity and Inclusion
* HRM
* Teams
* Research Methods

**PROFESSIONAL SERVICE**

* **Ad Hoc Reviewer,** *Journal of Managerial Psychology*
* **Ad Hoc Reviewer,** *Small Group Research* *Journal*
* **Ad Hoc Reviewer,** *Cross Cultural and Strategic Management*
* **Ad Hoc Reviewer***, Interdisciplinary Network for Groups Research (INGroup) Annual Conference, 2016-2019*
* **Ad Hoc Reviewer***, Academy of Management (AoM) Annual Meeting, 2017-2019*
* **Ad Hoc Reviewer***, Society for Industrial and Organizational Psychology (SIOP) Annual Meeting, 2017-2019*

**PROFESSIONAL AFFILIATIONS**

* *Academy of Management* (AOM), Organizational Behavior and Gender & Diversity in Organizations Divisions
* *Interdisciplinary Network for Group Research* (INGRoup)
* *The Society for Industrial and Organizational Psychology* (SIOP)
* *Consortium for the Advancement of Research Methods and Analysis* (CARMA)

**INVITED RESEARCH TALKS**

* London School of Economics, July 2022.

**MEDIA COVERAGE & RESEARCH FEATURES**

* Forbes (2024).Who’s Leadership Material? How Nationality Shapes Perceptions
* IESEG Insights (2023). Tough at the top: Leadership and gender
* Changemaker Stories (2022). Different approaches to leadership with Professor Gouri Mohan

**NON-ACADEMIC APPOINTMENTS**

**HR Manager** *2010 – 2014*

Hindustan Coca-Cola Beverages Pvt. Ltd**,**

The Coca-Cola Company**.** Gurgaon, India