

Curriculum Vitae

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Languages with working proficiency:

Chinese, English, French, Spanish

EXPERTISE

Leadership, fit, and culture

- ♦ Leadership and people strategy
- ♦ Leading global collaboration and multicultural teams
- ♦ Cultural competencies, bridging, and identities
- ♦ Organizational fit and its dynamics across cultures

PROFESSIONAL EXPERIENCES

2017 – present	<i>Full Professor</i> , Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2012 – 2016	<i>Associate Professor</i> , Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2006 – 2011	<i>Assistant Professor</i> , Department of Managing People in Organizations, IESE Business School, University of Navarra (Spain).
2005 – 2006	<i>Adjunct Professor</i> , Department of Management, HEC, University of Lausanne (Switzerland).
2002 – 2006	<i>Assistant Professor</i> , Department of Management, Angers Graduate School of Business (ESSCA, Ecole Supérieure des Sciences Commerciales d'Angers, France).
2002	<i>Adjunct Professor</i> , Thunderbird - The American Graduate School of International Management, French-Geneva Center, (France).
1994 – 1998	<i>Lecturer</i> , Department of International Trade, Lung-Hua University of Science and Technology (Taiwan, Republic of China).

EDUCATION

2006	Post-doctoral Research Fellow, HEC (School of Business), University of Lausanne, Switzerland.
2004	Ph.D. in Management, HEC (School of Business), University of Lausanne, Switzerland.
1994	M.S. in International Business, Graduate Institute of International Business, National Taiwan University, Taiwan R.O.C.
1992	Bachelor, Department of International Trade, National Taiwan University, Taiwan R.O.C.

PUBLICATIONS

Refereed journal articles

- Reiche, B.S., Lee, Y.-T., & Allen, D.* (2019). Actors, structure, and processes: A review and conceptualization of global work integrating IB and HRM-research. *Journal of Management*, 45(2), 359-383. (* Reversed alphabetical order. The three authors contributed equally to the article and the special issue)
- Lee, Y.-T., Masuda, A., Fu, X., & Reiche, B.S. (2018). Navigating between home, host, and global: Consequences of multicultural team members' identity configurations. *Academy of Management Discoveries*. 4:2, 180-201.
- McKee, R.A., Lee, Y.-T., Atwater, L., & Antonakis, J. (2018). Effects of personality and gender on self-other agreement in ratings of leadership. *Journal of Occupational and Organizational Psychology*. 91:2, 285-315.
- Lee, Y.-T., & Paunova, M.* (2017). How learning goal orientation fosters leadership recognition in self-managed teams: A two-stage mediation model. *Applied Psychology: An International Review*. 66:4, 553-576. (* Alphabetical order. Both authors contributed equally)
- Allen, D., Lee, Y.-T., & Reiche, B.S.* (2015). Special Issue Call for Papers: Global work in the multinational enterprise: New avenues and challenges for strategically managing human capital across borders. *Journal of Management*. [Guest Editors] (* the three authors contributed equally to the article and the special issue).
- Lee, Y.-T., & Antonakis, J. (2014). Satisfaction and individual preference for structuring: What is fit depends on where you are from, *Journal of Management*. 40:3, 641 – 675.
- Reiche, B.S., Cardona, P., Lee, Y.-T., Canela, M., et al. (2014). Why do managers engage in trustworthy behavior? A multi-level cross-cultural study in 18 countries. *Personnel Psychology*. 67:1, 61-98.
- Fitzsimmons, S. R., Lee, Y.-T., & Brannen, M.-Y. (2013). Demystifying the myth about marginals: Implications for global leadership. *European Journal of International Management*. 7:5, 587-603.
- Bosch, M.J., Lee, Y.-T., & Cardona, P. (2013). Multicultural validation of a three-dimensional framework of managerial competencies: A comparative analysis of its application in Asian versus non-Asian countries. *Asian Business and Management*. 12, 433-453.
- Lee, Y.-T., Stettler, A., & Antonakis, J., (2011). Incremental validity and indirect effect of ethical development on work performance. *Personality and Individual Differences*. 50:7, 1110-1115.
- Lee, Y.-T., (2011). Book Review: Michael Harris Bond (Ed.): Oxford Handbook of Chinese Psychology. Oxford: Oxford University Press, 2010. *International Journal of Cross Cultural Management*, 11(2): 269-272.
- Papart, J.-P., & Lee, Y.-T. (2011). La peur au travail: Un mécanisme de coordination managériale inefficace. *Revue Economique et Sociale*, 69, 95-103.
- Lee, Y.-T., (2010). Home vs. host – Identifying to either, both, or neither? The relationship between dual cultural identities and intercultural effectiveness, *International Journal of Cross-Cultural Management*, 10:1, 55-76.
- Lee, Y.-T., Reiche, B. S., & Song, D.-M., (2010). How do newcomers fit in? The dynamics between person-environment fit and social capital across cultures, *International Journal of Cross-Cultural Management*, 10(2), 153-174.
- Stettler, A., Lee, Y.-T., & Antonakis, J. (2010). Prévoir les performances individuelles des auditeurs assistants. *L'Expert-Comptable Suisse*, 10(8), 487-493.
- Calvez, V., & Lee, Y.-T., (2009). Comment développer les compétences en matière de diversité culturelle? *Gestion : La revue internationale de gestion*, 34 :3, 83-94.
- Sanchez-Runde, C., Poelmans, S., Cardona, P., Lee, Y.-T., & Reiche, B. S. (2009). Book Review: Tim G. Andrews and Richard Mead (Eds.), Cross-Cultural Management. Critical Perspectives on Business and Management series. Oxford and New York: Routledge, 2009. *International Journal of Cross Cultural Management*, 9(3), 371-380.

- Lee, Y.-T.**, (2008). Book Review: Peter B. Smith, Michael Harris Bond and Cigdem Kagitçibasi, Understanding Social Psychology Across Cultures: Living and Working in a Changing World. London: Sage, 2006, *International Journal of Cross Cultural Management*, 8, 107-110.
- Lee, Y.-T.** (2006). Taiwan : Un cas d'école pour comprendre la nouvelle logique économique mondialisée, *Gérer et Comprendre*, N° 84, June 2006.
- Lee, Y.-T.**, & Antonakis, J., (2006). Satisfaction and individual preference for structuring: What is fit depends on where you are from, *Academy of Management Best Paper Proceedings*.

Papers under review and working papers

- Akkan, E., **Lee, Y.-T.**, & Reiche, B.S. (1st R&R). How does previous international experience lead to future global work? A dual-pathway model. *Human Resource Management*.
- Mohan, G, Paunova, M., & **Lee, Y.-T.** (under review). Different and unequal: A multilevel analysis of the effects of nationality diversity on leadership in multinational teams. *Organization Science*.
- Lee, Y.-T.**, Kim, T.Y., Kristof-Brown, A.L. Chen, M., & Zanata, D. (in preparation). Does fitting at one dimension enhance or compensate the effect of others? An examination of interaction among multiple types of person-environment fit. Target journal: *Journal of Management Studies*.
- Silard, A., & **Lee, Y.-T.** (in preparation). Stoking or soothing the embers of emotion? How organizational social purpose influences the effectiveness of leader emotion-related behaviors.
- Silard, A., & **Lee, Y.-T.** (in preparation). The differential temporal effects of leader emotion display on follower engagement.
- Lee, Y.-T.**, & Zanata, D. (in preparation). Walk the talk: How leaders contribute to followers' fit.
- Lee, Y.-T.**, & Zanata, D., (in preparation). Does fitting a job always matter? The role of learning goal orientation on demands-abilities fit.
- Rockstuhl, T., Ang, S., & **Lee, Y.-T.** (in preparation). Beyond international experience: Effects of cultural capital on cultural intelligence.

Books

- Hansen, C.D., & **Lee, Y.-T.** (Eds.) (2009). *The Cultural Context of Human Resource Development*, Basingstoke: Palgrave.
- Lee, Y.-T.**, V. Calvez, & A.-M. Guénette (Eds.) (2008), *La compétence culturelle: S'équiper pour les défis du management international*. Paris: Harmattan.

Book chapters

- Almandoz, J., & **Lee, Y.-T.** (forthcoming). An integral model of leadership for social enterprise: A paradigm for the purpose economy. In Vaccaro, A., & Ramus., T. (Eds.). *Handbook of Social Innovation and Social Enterprises*.
- Lee, Y.-T.**, & Schneider, S. C. (2020). Making a difference: Managing identities and emotions in multicultural teams. In L. Zander (Ed.). *Research Handbook of Global Leadership: Making a Difference*. Edward Elgar Publishing.
- Gyamfi, N.Y.A., & **Lee, Y.-T.** (2019). Toward a framework of contextualized assets and liabilities in global leadership: Identity and power implications in an African context. In J. Osland, M.E. Mendenhall, B.S. Reiche, & B. Szkudlarek (Eds.), *Advances in Global Leadership* (Vol. 12). UK: Emerald.
- *Winner of 2020 Emerald Literati Award.*
- Mohan, G., & **Lee, Y.-T.** (2019). Temporal dynamics of collective global leadership and team psychological safety in multicultural teams: An empirical investigation. In J. Osland, M.E. Mendenhall, B.S. Reiche, & B. Szkudlarek (Eds.), *Advances in Global Leadership* (Vol. 12). UK: Emerald.

- Chuang, A., Wang, A.C., Hsu, R.S., & Lee, Y.-T. (2018). Industrial, work and organizational psychology in Asia. In D.S. Ones, N. Anderson, C. Viswesvaran, & H.K. Sinangil (Eds.). *Handbook of Industrial, Work, and Organizational Psychology* (2nd Edition). SAGE Publishing.
- Shakir, F.J., & Lee, Y.-T. (2017). Connecting across cultures: An empirical examination of multicultural individuals as global leaders. In M.E. Mendenhall, J. Osland, & M. Li (Eds.), *Advances in Global Leadership* (Vol. 10). UK: Emerald.
- Shakir, F.J., Kipfelsberger, P., Raes, A.M.L, & Lee, Y.-T. (2017). Personal risk for social good: Yahya's courageous career and leadership decisions. In Rob Koonce (Ed.). *Developing Leaders for Positive Organizing: A 21st Century Repertoire for Leading in Extraordinary Times*. Emerald.
- Sánchez-Runde, C., Lee, Y.-T., & Reiche, S. (2017). Hailing a new era: Haier in Japan. In B.S. Reiche, G.K. Stahl, M. Mendenhall, & G.R. Oddou (Eds.). *Readings and Cases in International Human Resource Management* (6th Ed.). New York: Routledge.
- Reiche, S., Lee, Y.-T. (2017). Uwa Ode: A cultural chameleon or stranded between cultural chairs? In B.S. Reiche, G.K. Stahl, M. Mendenhall, & G.R. Oddou (Eds.). *Readings and Cases in International Human Resource Management* (6th Ed.). New York: Routledge.
- Paunova, M., & Lee, Y.-T. (2016). Collective global leadership in self-managed multicultural teams: The role of team goal orientation. In M.E. Mendenhall, J. Osland, & M. Li (Eds.), *Advances in Global Leadership* (Vol. 9). UK: Emerald.
- Lee, Y.-T. (2016). Japan Tobacco International – Managing and leveraging cultural diversity. In C. Barmeyer & P. Franklin (Eds.), *Intercultural Management: A Case-Based Approach to Achieving Complementarity and Synergy*. Palgrave Macmillan.
- Lee, Y.-T. (2016). Why managing multiple cultural identities matters? In L.B. Hamida & C. Lejeune (Eds.). *Knowledge Transfer in Multinational Companies: Sharing Multiple Perspectives*. Paris: L'Harmattan.
- Reiche, S., Lee, Y.-T., & Quintanilla, J. (2014). Cross-cultural training and support practices of international assignees. In Collings, D.G., Wood, G., & Caligiuri, P. (Eds.), *The Routledge Companion to International Human Resource Management*, Routledge.
- Lee, Y.-T., & Ramaswami, A. (2013). Fitting person-environment fit theories into a cultural context, In A. Kristof-Brown & J. Billsberry (Eds.), *Organizational Fit: Key Issues and New Directions*. John Wiley & Sons.
- Lee, Y.-T. (2012). Global leadership in multicultural teams. In J. Canals (Ed.). *Leadership Development in a Global World*. Palgrave Macmillan.
- Reiche, S., Lee, Y.-T., & Quintanilla, J. (2012). Cultural perspectives on comparative HRM. In C. Brewster & W. Mayrhofer (eds.), *Handbook of Research in Comparative Human Resource Management*, Edward Elgar.
- Ng, I., Lee, Y.-T., & Cardona, P. (2012). Building teams in Chinese organizations. In M. H. Bond & X. Huang (Eds.). *The Handbook of Chinese organizational behavior: Integrating theory, research, and practice*. Edward Elgar Publishing.
- Papart, J.-P., Guénette, A.-M., & Lee, Y.-T. (2012). L'impact de l'organisation du travail sur la santé : utilité du modèle de Karasek. In E. Abord de Chatillon, O. Bachelard, & S. Carpentier (Eds.). *Risques psychosociaux, santé et sécurité au travail : une perspective managériale* (pp. 243-252). Paris : Vuibert.
- Ng, E.S., Lee, Y.-T., et al. (in advanced stage of preparation). Diversity in multicultural organizations. In C. Wankel (Ed.). *Management through collaboration*, Routledge.
- Lee, Y.-T., & Hansen, C.D. (2009). Asian reversalism: An alternative approach to career development, in Hansen, C.D., & Lee, Y.-T. (eds.), *The Cultural Context of Human Resource Development*, Basingstoke: Palgrave.
- Hwang, K.K., Cheng, W.Y., & Lee, Y.-T. (2008). Confucian Relation and Chinese Organizational Culture, in Y.-T. Lee, V. Calvez, & A.-M. Guénette (eds.), *La compétence culturelle : S'équiper pour les défis du management international*. Paris: Harmattan.

Dissertation

Lee, Y.-T. (2004). Person-environment fit, culture, and levels of analysis: A cross-cultural comparative study in Asian and European countries, doctoral dissertation. [*Winner of the Nicolas et Hélène Porphyrogenis Foundation Best Dissertation Award*].

Presentations at refereed conferences

- Lee, Y.-T. (2018). Applying the comprehensive global acculturation model to research of highly skilled international migrants. Symposium paper presented at Academy of Management Meeting, Chicago, 2018. [finalist for the International Theme Committee's (ITC's) Emerald Best International Symposium]
- Lee, Y.-T., Kim, T.Y., Chen, M., Zanata, D., & Kristof-Brown, A. (2017). An examination of interaction among multiple dimensions of person-environment fit. Paper to be presented at Academy of Management Meeting. Atlanta, 2017. [Paper invited to be included in the Best Paper Proceedings]
- Akkan, E., Lee, Y.-T., & Reiche, B.S. (2017). Motivated globetrotting: A goal-oriented perspective of why individuals relocate abroad for work. Paper to be presented at Academy of Management Meeting. Atlanta, 2017.
- Paunova, M., Lee, Y.-T. (2016). Identity, status, complexity: How nationality-based categorization shapes shared leadership. Paper presented at Academy of Management Meeting. Anaheim, 2016.
- Zanata, D., & Lee, Y.-T. (2016). Does fitting a job always matter? The role of learning goal orientation. Paper presented at Academy of Management Meeting. Anaheim, 2016.
- Silard, A., & Lee, Y.-T. (2016). The differential temporal effects of leader emotion display on follower engagement. Paper to be presented at Academy of Management Meeting. Anaheim, 2016.
- McKee, R.A., Lee, Y.-T., Atwater, L., & Antonakis, J. (2015). Effects of personality and gender on self-other agreement in ratings of transformational leadership. Paper presented at Academy of Management Meeting. Vancouver, 2015.
- Shakir, F.J., & Lee, Y.-T. (2015). Discerning the process of dual organizational identification in multinational enterprises: The enabling role of multicultural individuals. European Group of Organizational Studies (EGOS), Athens, 2015.
- Kim, T.Y., Lee, Y.-T., & Chen, M. (2015). Does fitting at one dimension enhance or replace the effect of other types of fit? A longitudinal study. Paper presented at Asia Academy of Management Meeting, Hong Kong, 2015.
- Lee, Y.-T., & Shakir, F.J. (2014). The role of multicultural individuals in facilitating dual organizational identification in multinational enterprises, Symposium paper presented at Academy of Management Meeting, Philadelphia, 2014.
- Paunova, M., & Lee, Y.-T. (2013). Nationality-based subgroups and shared leadership in multinational teams. Paper presented at the 11th Workshop on International Management of the European Institute for Advanced Studies in Management, Berlin, October 2013. [*Winner of the Overall Best Paper Award*]
- Lee, Y.-T., & Paunova, M. (2013). Goal orientation and shared leadership in self-managed multicultural teams, Symposium presented at Academy of Management Meeting, Orlando, 2013. [*Nominated for and selected as finalist of the Best International Symposium Award*]
- Rockstuhl, T., Ang, S., Lee, Y.-T., & Paunova, M. (2013). Beyond international experience: Effects of cultural capital on cultural intelligence, Symposium presented at Academy of Management Meeting, Orlando, 2013. [*Nominated for and selected as finalist of the Best International Symposium Award*]
- Lee, Y.-T., & Ramaswami, A. (2013). Unpacking the psychological processes of person-environment fit: A cultural values perspective, Symposium presented at Academy of Management Meeting, Orlando, 2013.
- Brewster, C., Mayrhofer, W., & Lee, Y.-T. (2012). Comparative human resource management – Insights from beyond the pale, Symposium presented at Academy of Management Meeting, Boston, 2012. [*Showcase Symposium, Nominated for the Best International Symposium Award*]

- Fitzsimmons, S. R., Lee, Y.-T., & Brannen, M.-Y. (2012). Demystifying the myth about marginals: Implications for global leadership, Academy of International Business (AIB) Conference, Washington D.C., 2012. [*Nominated for the Aalto University School of Economics "That's Interesting!" Award*]
- Lee, Y.-T., Reiche, B.S., & Song, D.-M. (2012). How do previous international experiences influence future international career aspiration? Symposium in the Annual Conference of Society for Industrial and Organizational Psychology (SIOP), San Diego, 2012.
- Paunova, M., & Lee, Y.-T. (2011). Learning goal orientation and leadership emergence in multicultural teams: a moderated process model, Academy of Management (AoM) Meeting, San Antonio, 2011.
- Lee, Y.-T., Reiche, B.S., & Song, D.-M. (2010). How do previous international experiences influence future international career aspiration? The roles of cultural intelligence and global identity, Symposium paper presented in the Academy of Management (AoM) Meeting, Montreal, 2010.
- Reiche, S., Lee, Y.-T., & Quintanilla, J. (2010). Cultural perspectives on comparative HRM, Symposium paper presented in the Academy of Management (AoM) Meeting, Montreal, 2010.
- Lee, Y.-T., Masuda, A.D., & Cardona, P. (2010). Multiple cultural identities in CQ and global leadership, paper presented in the Annual Conference of Society for Industrial and Organizational Psychology (SIOP), Atlanta, 2010.
- Lee, Y.-T., Reiche, B.S., & Song, D.-M. (2009). How do newcomers fit in? The dynamics between person-environment fit and social capital across cultures, paper for the Academy of Management (AoM) Meeting, Chicago, 2009.
- Lee, Y.-T., Masuda, A.D., & Cardona, P. (2009). Cultural intelligence in the global leadership context, panelists to the PDW in Academy of Management (AoM) Meeting, Chicago, 2009.
- Cardona, P., Reiche, B.S., Lee, Y.-T., Canela, M., et al. (2009). A reciprocal model of trust in manager-subordinate relationships: An eighteen-country study, Academy of Management (AoM), Chicago, 2009.
- Lee, Y.-T., Masuda, A.D., & Cardona, P. (2009). Leadership emergency and cultural competencies in multicultural teams: The interplay of self, host, and global cultural identities, European Group of Organizational Studies (EGOS), Barcelona, 2009.
- Lee, Y.-T. (2008). Exploring the relationship between dual cultural identities and intercultural effectiveness, paper presented in the 2006 Annual Meeting of the Academy of Management (AoM), Anaheim, USA, August 2008.
- Cardona, P., Reiche, B.S., Lee, Y.-T., Canela, M., et al. (2008). The emics and etics of trust in manager-subordinate relationships: A cross-cultural journey, symposium presented in the 2006 Annual Meeting of the Academy of Management (AoM), Anaheim, USA, August 2008.
- Lee, Y.-T., Reiche, B.S., & Song, D.-M. (2008). Do social ties help you to fit in? The role of social capital in person-environment fit across cultures, paper presented in the 6th EIASM Workshop on International Strategy & Cross-Cultural Management, Barcelona, Spain, 2008.
- Lee, Y.-T. & Nardon, L. (2008). Toward a multilevel dynamic model of intercultural competences: An application for foreign students pursuing business education abroad, paper presented in the 2008 Annual Meeting of the Academy of International Business (AIB), Milan, Italy, June 2008.
- Lee, Y.-T., Stettler, A., & Antonakis, J. (2007). Predicting trainee auditors' performance: General mental ability, tacit knowledge, and experiences, paper presented in the 2006 Annual Meeting of the Academy of Management (AoM), Philadelphia, USA, August 2007.
- Lee, Y.-T., & Laurent, Ph. (2007). A Swiss-nested international model for intercultural performance: Toward a contextual dual identity model of cultural competences, presented in the 23rd Colloquium of European Group of Organizational Studies (EGOS), Vienna, July 2007.
- He, W., Cardona, P., & Lee, Y.-T. (2007). Toward a dynamic model of subordinate-superior trust in the Chinese cultural context, the 23rd Colloquium of European Group of Organizational

Studies (EGOS), Vienna, July 2007.

- Lee, Y.-T., & Antonakis, J. (2006). Satisfaction and individual preference for structuring: What is fit depends on where you are from, the Annual Meeting of the Academy of Management (AoM), Atlanta, USA, August 2006. [winner of the Best International Paper Award of the OB Division, one of three finalist for the academy-wide Carolyn Dexter Award].
- Lee, Y.-T., & Graeff, P. (2006). Leading organizational change in the context of public sector: A longitudinal study, the Annual Meeting of the Academy of Management (AoM), Atlanta, USA, August 2006.
- Papart, J.-P., Guénette, A.-M., & Lee, Y.-T. (2006). Conditions de travail et santé : le modèle de Karasek revisité au travers d'une approche par les régressions polynomiales, the Congress of Association francophone de gestion des ressources humaines (AGRH), Reims, France, November, 2006.
- Lee, Y.-T. (2006). Corruption or favor: A cultural understanding of corruption in the Chinese context, paper presented in the 33rd Kongress der Deutschen Gesellschaft für Soziologie (DGS), Kassel, Germany, October 2006.
- Lee, Y.-T., Papart, J.-P., & Guénette, A.-M. (2006). Organizations as provider of welfare in the society: Organizing for improving employees' psychological and physical well-being in the work settings, paper presented in the 22nd Colloquium of European Group of Organizational Studies (EGOS), Bergen, Norway, July 2006.
- Lee, Y.-T., Stettler, A., & Antonakis, J. (2006). Individual-difference predictors of trainee auditors' performance, the European Accounting Association (EAA) meeting, Dublin, March, 2006.
- Lee, Y.-T., & Graeff, P. (2005). Can transformational leadership facilitate the transformation of public organizations? Empirical evidence of the effect or non-effect of transformational leadership, the 21st Colloquium of European Group of Organizational Studies (EGOS), Berlin, Germany, July 2005.
- Lee, Y.-T., & Hansen, C.D. (2005). Asian Reversalism: An alternative approach to career development, the 21st Colloquium of European Group of Organizational Studies (EGOS), Berlin, Germany, July 2005.
- Lee, Y.-T., & Guénette, A.-M. (2005). Prise en compte des dynamiques sociales dans le cadre de la gestion des Ressources Humaines : théorie et pratiques des entreprises en Suisse occidentale, the Congress 2005 of the Association francophone de gestion des ressources humaines (AGRH), Paris, France, September 2005.
- Lee, Y.-T., Antonakis, J., Stettler, A., & Missonier, F. (2005). The impact of general mental ability, personality and ethical orientation on assistant auditors' performance: Implications for education and selection, the International Conference for Accounting Educators (IAAER-FAC), Bordeaux, France, September 2005.
- Lee, Y.-T., & Calvez, V. (2004). Analysis of contemporary aphorisms in China and spontaneous authenticity: A culturally adapted qualitative research method, Proceeding of the Conference Crossing Frontiers in Quantitative and Qualitative Research Methods, Research Method Division, Academy of Management (AOM), Lyon France, March 2004.
- Lee, Y.-T. (2003). Disparity between policy and reality in organization in china: Toward a theoretical model of strategic hypocrisy, the 19th Colloquium of European Group of Organizational Studies (EGOS), Copenhagen, Denmark, July 2003.
- Lee, Y.-T. (2002). The search of speed inside organization: When fast is slow and slow is fast, the 20th Standing Conference on Organizational Symbolism (SCOS), Budapest, Hungary, July 2002.
- Lee, Y.-T. (2001). From Confucius to organization studies, the 17th Colloquium of European Group of Organizational Studies (EGOS), Lyon, France, July 2001.

Other publications

- Lee, Y.-T. (2020). Enlaces emocionales: Cuatro estrategias emocionales para liderar en el trabajo global. *Harvard Deusto Business Review*, N° 299, 38-40.
<https://www.harvard-deusto.com/sumando-ideas-el-papel-de-las-emociones-en-la->

[empresa](#)

- Lee, Y.-T., Ribera, A., & McBride, E. (2019). Innovative spirit: lessons in leadership from the Sagrada Familia. *IESE Insights*, Issue 154.
<https://ieseinsight.com/doc.aspx?id=2260&ar=16>
- Almandoz, J., Lee, Y.-T., & Ribera, A. (2018). Unleashing the power of purpose. *IESE Insights*, Issue 37, 44-51.
- Lee, Y.-T., & Liao, Y. (2015). Cultural competence: Why it matters and how you can acquire it. *IESE Insight*, Issue 26, 23-30.
- Reiche, S., & Lee, Y.-T. (2013). Mit Fingerspitzen-Gefühl, *Handelsblatt*, October, 2013.
- Sanchez-Runde, C., Lee, Y.-T., & Reiche, S. (2013). How Haier handled foreign traditions. *Financial Times*. April 1, 2013. (www.ft.com/intl/cms/s/0/71fb8438-98b8-11e2-867f-00144feabdc0.html)
- Lee, Y.-T., (2013). 超国界海尔的跨文化省思, 海尔亚洲造, *中外管理* 2013 年第 4 期, April 2013. (http://tech.hexun.com/2013-04-10/152990644_7.html)
- Fitzsimmons, S. R., Lee, Y.-T., & Brannen, M.-Y., (2012). Marginals as Global Leaders: Why they might just excel! *The European Business Review*, November-December, 2012. (<http://www.europeanbusinessreview.com/?p=7681>)
- Fitzsimmons, S. R., Lee, Y.-T., & Brannen, M.-Y., (2011). Demystifying the Myth about Marginals, *Global Leadership Insight*, No 2, November 2011. (<http://di.dk/globalleadershipacademy/newsandarticles/insights/Pages/DemystifyingtheMythaboutMarginals.aspx>)
- Lee, Y.-T., & Cardona, P. (2010). Case study: Victorinox. *Financial Times*. December 22, 2010. (<http://www.ft.com/intl/cms/s/0/9299de8e-0e17-11e0-86e9-00144feabdc0.html?siteedition=intl#axzz1f1d8Jw5O>)
- Lee, Y.-T. (2008). Compétences culturelles, with Alain-Max Guénette, *L'Agefi*, June 2008.
- Lee, Y.-T., & Laurent, Ph. (2005). Comment appréhender la compétence interculturelle, *Revue économique et sociale*, September 2005, 13-21.
- Guénette, A.-M. Lee, Y.-T., & Mottas, D. (2005). La gestion des ressources humaines doit être adaptée aux changements, *L'Agefi : Le quotidien suisse des affaires et de la finance*, Juin 2005.
- Lee, Y.-T. (2004). La diversité culturelle constitue une richesse pour les entreprises, an interview with Fons Trompenaars, *L'Agefi : Le quotidien suisse des affaires et de la finance*, Repère management, December 2004.
- Lee, Y.-T., & Guénette, A.-M. (2003). Les programmes « MBA » soumis à la critique, *Revue Economique et Sociale*, June 2003, 89-93.
- Lee, Y.-T. (2002). La diversité culturelle : casse-tête des entrepreneurs, *L'Agefi : Le quotidien suisse des affaires et de la finance*, Repère management, April 2002.
- Guénette, A.-M. & Lee, Y.-T., (2000). Masahiko Aoki, le pape de la nouvelle approche institutionnelle en économie, *Bulletin HEC*, Université de Lausanne, N° 60, May 2000.
- Guénette, A.-M. Uwamungu, B., & Lee, Y.-T., (1999). Interview Posthume de Chester Barnard, *Bulletin HEC*, Université de Lausanne, N° 59, October 1999.
- Guénette, A.-M. & Lee, Y.-T., (1999). Interview d'Alain Singer, *Bulletin HEC*, Université de Lausanne, N° 58, April 1999.

Selected media coverage

- 2019 [“How the arts help hone leadership skills”](#), *Financial Times*, June 7, 2019.
- 2019 [“Arte que inspira futuras empresas: El liderazgo de Gaudi”](#), *El Pais*, April 15, 2019.
- 2017 [“Haier management style evolves according to the times”](#) (article in Japanese), *Forbes Japan*, May 8, 2017.
- 2017 [“How to bring cross-cultural teams together”](#), *Financial Times*, March 31, 2017.
- 2017 [“Managing multicultural teams: What you should know”](#), *Forbes India*, February 8, 2017.
- 2016 [“Look for global team leaders among the cultural marginals”](#), *Financial Times*, September 28, 2016.

- 2016 “[3 Tips to Help Multicultural Teams Succeed](#)” (with Minna Paunova), *IESE Insight*, 2016.
- 2014 “[Innovate your way out of downturn in your sector](#)”, *BBC Capital*, April 8, 2014.
- 2014 “[Excluded at work? How to get back in the clique](#)“, *BBC Capital*, February 13, 2014.
- 2014 “Cross-Cultural M&A”, *Nikkei Business Daily (日本経済新聞)*, February 6, 2014. [in Japanese 国境またぐM&A増加、企業文化の融合、時間かけ理解を、スペイン・I E S E ビジネススクール准教授李逸庭氏に聞く。]
- 2014 “[Work Ethic: An expat cultural disconnect at the office](#)“, *BBC Capital*, January 10, 2014.
- 2013 “[Los chinos, a por la muralla de Occidente](#)“, *Capital*, november, 2013.
- 2013 “[Finding the right fit: why culture is key](#)“, featured with Aarti Ramaswami, *The Hindu*, September 18, 2013.

TEACHING ACTIVITIES

I have been teaching the following subjects in Global CEO Program, Advanced Management Program, Global EMBA, MBA, Ph.D., and custom programs for executives of different levels in English, Chinese, French, and Spanish.

Currently teaching

- Leadership
- Leading global collaboration
- Leading global teams
- Strategic human resource management
- Cross-cultural management
- Developing global leadership competencies
- People management in the Asian context

Previously taught

- Organizational behavior (doctoral program)
- Advanced organizational behavior (doctoral program)
- Communicating and negotiating in a multicultural world (MBA)
- Organizational decision making (master of science)
- Organizational theory (master of science)
- Doing business in the European Union (undergraduate)

Academic director for Custom Programs

- UNICEF
- UNDP
- TDK
- Terumo

TEACHING MATERIALS

- Lee, Y.-T., Reiche, S. & Sánchez-Runde, C. (2020). Haier India: Aiming for Market Leadership. Case, DPO-465-E, IESE Publishing.
- Sánchez-Runde, C., Lee, Y.-T., Reiche, S. (2020). Haier in Japan: An Ongoing Transformational Journey. Case, DPO-464-E, IESE Publishing

- Sastre Boquet, I., Lee, Y.-T., & Ribera, A. (2019). *Gaudi and La Sagrada Familia: Leading beyond Presence*. Case, DPO-424-E, IESE Publishing.
- Reiche, S., Lee, Y.-T., & Sánchez-Runde, C. (2019). Towards the Top End by Being Down Under: Haier's Acquisition of Fisher & Paykel Appliances. Case, DPO-420-E, IESE Publishing.
- Lee, Y.-T., & Lladó, M. (2017). *Ricoh Spain: Reshaping Culture for Digital Transformation*. Case, IESE Publishing.
- Saka, F., Lee, Y.-T., & Almandoz, J. (2015). *Koji Yamada in India: Managing an India-Japan Joint Venture (A)*. Case, DPO-0347-E, IESE Publishing.
- Saka, F., Lee, Y.-T., & Almandoz, J. (2015). *Koji Yamada in India: Managing an India-Japan Joint Venture (B)*. Case, DPO-0348-E, IESE Publishing.
- Saka, F., Lee, Y.-T., & Almandoz, J. (2015). *Koji Yamada in India: Managing an India-Japan Joint Venture (C)*. Case, DPO-0349-E, IESE Publishing.
- Saka, F., Lee, Y.-T., & Almandoz, J. (2015). *Koji Yamada in India: Managing an India-Japan Joint Venture (D)*. Case, DPO-0350-E, IESE Publishing.
- Reiche, S., & Lee, Y.-T. (2013). *Uwa Ode (A): A cultural chameleon or stranded between cultural chairs?* Case, DPO-281-E, IESE Publishing.
- Reiche, S., & Lee, Y.-T. (2013). *Uwa Ode: 6hr flight*. Supplement, DPOS-10-E, IESE Publishing.
- Sánchez-Runde, C., Lee, Y.-T., Reiche, S., Chen, Y.-T., & Kotate, Y. (2012). *Hailing a new era: Haier in Japan (A)*. Case, DPO-264-E, IESE Publishing.
- Sánchez-Runde, C., Lee, Y.-T., Reiche, S., Chen, Y.-T., & Kotate, Y. (2012). *Hailing a new era: Haier in Japan (B)*. Case, DPO-265-E, IESE Publishing.
- Cardona, P., & Lee, Y.-T., (2010). *Victorinox: 125 years in the cutting edge*. Case, DPO-202-E, IESE Publishing.
- Lee, Y.-T., & Campo, J. (2008). *Jordi Vinolas - Recruitment for New Spin-off*. Case, DPO-0133-E, IESE Publishing.

PROFESSIONAL ACTIVITIES

- | | |
|--------------|---|
| 2017 | Chair of the 2017 OB Division Outstanding Paper with International Implications Committee, Academy of Management |
| 2016 | Member of the 2016 OB Division Outstanding Paper with International Implications Committee, Academy of Management |
| 2012-2016 | Member of the Membership Drive Committee, International Management Division, Academy of Management |
| 2009-2012 | Member of the Teaching Committee, International Management Division, Academy of Management |
| 2009 | Convenor of the subtheme “Leveraging cultural dynamics: The roles of international assignments and intercultural competence” (with S. Reiche and M. Morley), 25th EGOS colloquium, Barcelona, Spain |
| 2008 | Convenor of the subtheme “Exploring the cultural mosaic: Competences and processes in intercultural settings” (with S. Chevrier, L. Nardon, & S. Schneider), 24th EGOS colloquium, Amsterdam, the Netherlands |
| 2006-present | Director of the book series « Diversité culturelle et dynamique des organisations », Paris : Harmattan |

Journal editorial board

Journal of Management
 Journal of World Business
 Advances in Global Leadership
 Leadership Quarterly (2015 – 2017)

Ad hoc reviewer for journals

Academy of Management Learning & Education
 Applied Psychology: An International Review
 Cross Cultural Management: An International Journal
 European Management Review
 International Journal of Cross-Cultural Management
 International Journal of Human Resource Management
 Journal of Business Ethics
 Journal of Global Mobility
 Journal of Management
 Journal of Managerial Psychology
 Journal of Occupational & Organizational Psychology
 Journal of Organizational Behavior
 Journal of World Business
 Leadership Quarterly
 Management & Organization Review
 Organization Studies
 Personnel Psychology

Reviewer for conferences

Academy of Management (AOM)
 Academy of International Business (AIB)

HONORS AND AWARDS

- 2013 Best Paper Award winner, EIASM Workshop on International Management, Berlin.
- 2013 Best International Symposium Award finalists, Academy of Management Meeting, Orlando. [two distinct nominations with two papers]
- 2012 Best International Symposium Award finalist, also nominated Showcase Symposium, Academy of Management Meeting, Boston.
- 2012 Competitive Research Grants for Empirical Research on Cultural Intelligence, Finalist.
- 2012 Aalto University School of Economics “That’s Interesting!” Award nomination.
- 2008 Best International Symposium Award finalists, Academy of Management Meeting, Anaheim.
- 2006 Carolyn Dexter Award finalist, 2006 Annual Meeting of the Academy of Management, Atlanta.
- 2006 Winner of the Best International Paper Award, OB Division, 2006 Annual Meeting of the Academy of Management, Atlanta.
- 2005 Winner of the Nicolas et Hélène Porphyrogenis Foundation Best Dissertation Award, HEC Lausanne.
- 1998 Scholarship for Ph.D. study in Switzerland

RESEARCH STUDENTS

Graduated students

- 2019 Gouri Mohan (Ph.D. thesis supervisor), IESE Business School
- 2018 Salma Raheem (Ph.D. External examiner), London School of Economics
- 2017 Farah J. Shakir (Ph.D. thesis supervisor), IESE Business School
- 2016 Tony Silard (Ph.D. thesis supervisor), IESE Business School
- 2016 Diogo Zanata (Ph.D. thesis supervisor), IESE Business School

2015 Ling Eleanor Zhang (Ph.D. dissertation pre-reader and defense opponent),
Hanken School of Economics
2013 Minna Paunova (Ph.D. thesis supervisor), IESE Business School
2013 Alejandro Moreno-Salamanca (Ph. D. committee member), IESE Business
School
2009 Kandarp Mehta (Ph. D. committee member), IESE Business School

Current students

Susanna Kislenko (joint supervisor with John Almandoz)
Nana Yaa Gyamfi (Ph.D. thesis supervisor)
Phu Nguyen Thien (joint supervisor with Anneloes Raes)

PROFESSIONAL MEMBERSHIP

Academy of Management (AOM)

- Member of the Teaching Committee of the IM Division, 2009-2012
- Member of the Membership Drive Committee of the IM Division, 2012-2016

Association of Psychological Science (APS)

European Group of Organization Studies (EGOS)

Academy of International Business (AIB)