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EDUCATION

Ph.D., 2011 – IE Business School, Madrid, Spain
Management – Major: Organizational Behavior

M.Sc., 1999 – Los Andes University, Bogota, Colombia
Industrial Engineering, Major: Production Strategies, Minor: Organizational Behavior

B.Sc., 1997 – Pontificia Universidad Javeriana, Bogota, Colombia
Industrial Engineering

RESEARCH INTERESTS

1) Emotions; 2) Creativity; 3) Favoritism

ACADEMIC PUBLICATIONS IN PRJ AND ARTICLES IN EDITORIAL PROCESS

(2019) Hudson, S., **González-Gómez, H.V.**, & Claasen, C. Legitimacy, particularism and employee commitment and justice. *Journal of Business Ethics*.

(2017). Hudson, S., **González-Gómez, H. V.**, & Rychalski, A. Managing customer emotions in the call center experience. *Journal of Business Strategy*.

(2017). Kakarika, M., **González-Gómez, H. V.**, & Dimitriades, Z. That wasn't our deal: A psychological contract perspective on employee responses to bullying. *Journal of Vocational Behavior*.

(2015). **González-Gómez, H. V.**, & Richter, A. Turning shame into creativity: The importance of exposure to creative team environments. *Organizational Behavior and Human Decision Processes*.

(1st R&R). Hudson, S. & **González-Gómez, H. V.** Impostor Syndrome, shame and creativity. *Journal of Vocational Behavior*. [Paper resubmitted in October 2019].

(Rejection & Resubmit). **González-Gómez, H. V.**, Hudson, S. & Rychalski, A. Consumer frustration. *Journal of Consumer Psychology*. [To be resubmitted in February 2020].

WORK IN PROGRESS

González-Gómez, H. V., & Richter, A. Topic: Boredom and Creativity.

Quintane, E., **González-Gómez, H. V.**, & Brashears, M. Topic: Gender and social networks.

Hudson, S., **González-Gómez, H. V.**, & Claasen, C. Topic: Favoritism and legitimacy across cultures.

Kakarika, M., **González-Gómez, H. V.**, Vasiljevic, D. & Borges, A. Topic: Silence in Negotiations.

Kakarika, M., Taghavi, S., & **González-Gómez, H. V.** Topic: Gossip in Organizations.

TEACHING EXPERIENCE

Sep. 2018–Current, Associate Professor, NEOMA Business School, Campus Rouen, France
Courses taught: Leadership Seminar, Psychology & Organizational Behavior, Managing Individuals and Teams: An Experiential Approach.
Programs: Bachelor, Masters.

Sep. 2014–Sep. 2018, Assistant Professor, NEOMA Business School, Campus Rouen, France
Courses taught: Management Analysis, Human Resource Management, Organizational Behavior, Leadership.
Programs: Bachelor, Masters, MBA.

Summer 2015 and 2016, Visiting Professor, Summer School Los Andes University, Colombia
Courses taught: Developing the Creative Organization.
Programs: International Bachelor, Masters, MBA – Summer School
Chosen by students as part of the group “**Best Professors**” in the MBA program, 2016.

Summer 2014, Visiting Professor, Summer School La Sabana University, Colombia
Courses taught: Intercultural Business.
Programs: International Bachelor – Summer School.

Sep. 2012–Aug. 2014, Assistant Professor, Rennes School of Business, France
Courses taught: Human Resource Management, Organizational Behavior
Programs: International Bachelor, Masters programs

Sep–Oct. 2011, Teaching Assistant, IE Business School, Spain
Entrepreneurship and Venture Capital Seminar – International MBA

OTHER WORK AND LEADERSHIP EXPERIENCE

2017–2018, Head of Department – People and Organisations, NEOMA Business School, France

2001–2004, Senior Analyst – Operations, Colombian Banks and Financial Entities Association (Asobancaria)

1997–2001, Analyst – Corporate Banking, Santander Bank, Colombia

1996–1996, Trainee – Marketing, S.C. Johnson & Son Colombiana S.A.

GRANTS

2008–2011. Member of the Research Project (SEJ2007-65202) “Predicting Effective Intergroup Relations: A Social Network Perspective” sponsored by the Spanish Ministry of Science and Innovation.

2006–2010 – PhD Scholarship, IE Business School, Madrid-Spain.

2004–2005 – Fundación Carolina Scholarship, Fundación de Estudios Financieros, Madrid-Spain.

1997–1999 – Los Andes University, Enterprise-University Scholarship (Universidad-Empresa), Bogota-Colombia.

SELECTED CONFERENCES AND PRESENTATIONS

González-Gómez, H., Hudson, S., & Rychalski, A. (2019). The psychology of frustration: Appraisal theory, satisfaction and soyalty. Academy of Marketing Conference, London, 2019. Awarded as “**Best Paper In Track**”.

Hudson, S., **González-Gómez, H.**, Claasen, C., & Luo, Y. Legitimacy, organizational nepotism. EGOS Conference, Naples, Italy, 2016.

González-Gómez, H., & Richter, A. Bored yet Creative: The Role of Intellectual Stimulation of Team Leaders. INGRoup conference, Pittsburgh-US, July, 2015.

González-Gómez, H., & Richter, A. The social regulation of shame, worry, and boredom for enhanced individual creativity: The importance of expressive suppression in creative team environments. Symposium INGRoup conference, Atlanta-US, July, 2013.

OTHER SKILLS

Languages: Spanish, Native Tongue; **English,** Proficiency; **French,** Intermediate (B2)

Statistical Software: HLM, R, SPSS, Stata.