

Helena V. González-Gómez

Assistant Professor

NEOMA Business School

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EDUCATION

Ph.D. 09/2011 – IE Business School, Madrid, Spain
Management – Major: Organizational Behavior

M.Sc. 09/1999 – Los Andes University, Bogotá, Colombia
Industrial Engineering, Major: Production Strategies, Minor:
Organizational Behavior

B.Sc. 10/1997 – Pontificia Universidad Javeriana, Bogotá,
Colombia
Industrial Engineering

RESEARCH INTERESTS

Organizational Creativity
Emotions and Emotion Regulation
Teamwork

TEACHING EXPERIENCE

**09/2014 – Current, Assistant Professor, NEOMA Business
School, Campus Rouen, France**

COURSES TAUGHT:

- Developing the Effective Organization – International MBA
- Human Resource Management – Programme Grande Ecole
- Management Analysis – International MBA
- Managing People and Teams: An Experiential Approach – MSc in
International Project Development
- Organizational Readiness – International MBA
- Organization Studies – Programme Grande Ecole
- People Management, Team Building, & Leadership –
International Bachelor

**06/2015, Visiting Professor for the Summer School Los Andes
University, Colombia**

COURSE TAUGHT:

- Developing the Creative Organization – Summer School (both
Masters and Undergraduate level)

06/2014, Visiting Professor, La Sabana University, Colombia

COURSE TAUGHT:

- Intercultural Business – Undergraduate Programs in Business.

**09/2012 – 08/2014, Assistant Professor, ESC Rennes School
of Business, France**

COURSES TAUGHT:

- Organizational Behavior – Programme Grande Ecole

- Organizational Behavior – International Bachelor Programme in Management
- International Human Resource Management Simulation – Master of Science in International Human Resource Management
- Managing People for Competitive Advantage – Master of Science In International Human Resource Management

09/2011 – 10/2011, Teaching Assistant, IE Business School, Spain

Entrepreneurship and Venture Capital Seminar – International MBA

ACADEMIC PUBLICATIONS AND WORKING PAPERS

(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*. DOI: 10.1016/j.obhdp.2014.09.004

Kakarika, M., Bligh, M., **González-Gómez, H. V.**, Vasiljevic, D., & Metsios, G. Physical well-being and leadership. *Working Paper. Target Journal: Organizational Behavior and Human Decision Processes*.

Hudson, S., Claasen, C., & **González-Gómez, H. V.** Modern organizational nepotism. *Working Paper. Target Journal: Journal of Business Ethics*.

González-Gómez, H. V., & Hudson, S. Organizational Frustration. *Working Paper*.

González-Gómez, H. V. & Richter, A. From boredom to creativity. *In progress*.

CONFERENCES AND PRESENTATIONS

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

González, 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.

González, H., & Richter, A. Turning negative prevention focus emotions into creativity. Symposium “Exploring the affective underpinnings of creativity”. SIOP conference, San Diego-US, April, 2012.

González, H. Negative Emotions and Creativity: The Role of Emotion Regulation. EAWOP conference, Maastrich-The Netherlands, May, 2011.

González, H., & Richter, A. Turning negative prevention focus emotions into creativity: A diary study examining cross-level effects of emotion regulation and the team context. Presented in Judge Business School – University of Cambridge-UK, April, 2011.

GRANTS

03/2008 – 03/2011. Member of the Research Project (SEJ2007-65202) “Predicting Effective Intergroup Relations: A Social Network Perspective” sponsored by the Spanish Ministry of Science and Innovation.

10/2006 – 09/2010 – PhD Scholarship, IE Business School, Madrid-Spain.

10/2004 – 06/2005 – Fundación Carolina Scholarship, Fundación de Estudios Financieros, Madrid-Spain.

08/1997 – 05/1999 – Los Andes University, Enterprise-University Scholarship (Universidad-Empresa), Bogota-Colombia.

PRIOR WORK EXPERIENCE

09/2012 – 08/2014, ESC Rennes School of Business, France
International Recruitment Program for Foreign Students:
Development of International agreements with partner universities in Colombia

03/2001 – 09/2004, Senior Analyst – Operations
Colombian Banks and Financial Entities Association (Asobancaria)

12/1997 – 02/2001, Analyst – Corporate Banking
Santander Bank, Colombia

01/1996 – 06/1996, Trainee – Marketing
S.C. Johnson & Son Colombiana S.A.

OTHER SKILLS

Languages

Spanish, Native Tongue

English, Proficiency

French, Intermediate (Level: B2)