

**Name: Tamar Almor - Ellemers**  
College of Management

March, 2022

## **CURRICULUM VITAE**

Page | 1

### **Personal Details**

Home Address: Yigal Alon St. 21 Herzliya, Israel  
Office Telephone Number: +972 (0)3-9635767  
Cell Phone: +972 (0)522-592129  
Electronic Address: talmor@colman.ac.il or tamaralmor@gmail.com  
Gender: Female  
Children: 3  
Place of birth: Amsterdam, The Netherlands

### **Higher Education**

<b>Period of study</b>	<b>Name of University</b>	<b>Subject</b>	<b>Degree</b>	<b>Date of award</b>
1978-1979	Tel Aviv University	Preparatory year for new immigrants		1979
1979-1982	Tel Aviv University	Social work	B.Sw.	1982
1982-1986	Tel Aviv University	Management Sciences: Organization behavior	M.Sc.	1987
1987-1992	Tel Aviv University	Management Sciences: Business policy	Ph.D.	1993

### **Academic Ranks and Tenure in Institutes of Higher Education**

<b>Period</b>	<b>Name of institution</b>	<b>Department</b>	<b>Rank/Function</b>
1983-1987	Tel Aviv University	Faculty of Management	Research and teaching assistant
1987-2006	Tel Aviv University	Faculty of Management	Adjunct lecturer
1993-1999	Open University	Dept. of Management	Supervisor

1990-1996	Academic Studies, College of Management	School of Business Administration	Lecturer
1996-2007	Academic Studies, College of Management	School of Business Administration	Senior lecturer
2007-2019	Academic Studies, College of Management	School of Business Administration	Associate Professor
2019-present	Academic Studies, College of Management	School for Behavioral Sciences and Dept. of Psychology	Full Professor
2004-2018	Academic Studies, College of Management		Dean of Students
2017-2021	Academic Studies, College of Management	School for Behavioral Science and Dept. of Psychology	Dean
2021-present	Academic Studies, College of Management	Faculty of Business	Dean
2010	Sotheby's Institute of Art, Singapore	Art Business	Part-time Visiting Professor
2011	University of Amsterdam, the Netherlands	Business School	Part-time Visiting Professor
2011-12	Temple University, Singapore branch	Business School	Part-time Visiting Professor
2016 - 2017	Aalto university Finland	Business School	Part-time Visiting Professor
2018 - 2020	Agder University Norway	School of Business and Law	Part-time Visiting Professor

## **Offices in Academic Administration**

### ***Academic Managerial Roles:***

<b>Period</b>	<b>Name of institution</b>	<b>Department</b>	<b>Rank/Function</b>
1994-2007	Academic Studies, College of Management	School of Business Administration	Established & managed the dept. of Strategy and Entrepreneurship

1996-2000	Academic Studies, College of Management	School of Business Administration	Head of the department of Management and Human Resources
2000- 2004	Academic Studies, College of Management	School of Business Administration	Associate Dean for Student Affairs
2000-2004	Academic Studies, College of Management	School of Business Administration	Chair Scholarship Committee School of Business Adm.
2004-2018	Academic Studies, College of Management		Dean of Students
2004-2018	Academic Studies, College of Management		Chair Scholarship Committee of the College of Management
2017 - 2021	Academic Studies, College of Management	School of Behavioral Sciences and the Dept. of Psychology	Dean
2021-present	Academic Studies, College of Management	Faculty of Business	Dean

**Academic Roles:**

1994-present	Academic Studies, College of Management		Member of various (ad- hoc) committees
1995-2017	Academic Studies, College of Management	School of Business Administration	Member of the Faculty Council
1996-2004	Academic Studies, College of Management	School of Business Administration	Member of the Curriculum Committee
1998-present	Academic Studies, College of Management		Member of the Academic Council
2008 – 2017	Academic Studies, College of Management		Member of the Higher Academic Council
2001-2010	Academic Studies, College of Management		Liaison for "Junior Achievement project"
2004-present	Academic Studies, College of Management		Member of the Academic Management Committee
2013- 2017	Academic Studies,		Member of 'Education to

	College of Management	Employment' program
2013- 2017	Academic Studies, College of Management	Advisor to the President on gender and advancement of women in academia
2015- 2017	Academic Studies, College of Management	Member of the committee for nominations, appointments and promotions

## **Scholarly Positions and Activities outside the Institution**

### **Boards:**

2000-2001	Director at B.S.S.H. – The Israel Credit Insurance Company LTD
2002 - present	Member of the Board of Trustees of the College of Management
2003-2010	Member of the Board of Trustees of project 'Junior Achievement'
2003-2009	Israel's representative on the Board of the European International Business Academy – EIBA
2005-2010	Member of the Board of CECI – Citizens' Empowerment Center in Israel
2005-2007	Presidential Appointment – Citizens' Empowerment Center in Israel
2009 - 2018	Member of the Board of Governors of "Perach" – students volunteering organization
2012 - 2017	Founding Member of the Managing Committee of Students Deans in Israel – founded by the Rothschild Caesarea Foundation
2014 - 2017	Member of the International Advisory Board for the CEU Emerging Market Strategy and Leadership Initiative
2015 - 2017	Member of the Board of SCMI – Stichtig Collectieve Marorgelden Israel
2015 - 2017	Advisor to the Ministry of Education on matriculation programs and exams in Business Administration
2017- 2018	EASME SME expert for the European Union
2018- present	Israel's representative on the Board of the European International Business Academy – EIBA

2018-present	Board of Advisors of the Journal of Intercultural Management and Ethics (JIME)
2019	Invited keynote speech at the international conference in Riga “ <i>New Challenges of Economic and Business Development – 2019: Incentives for Sustainable Economic Growth</i> ”
2019	Track Chair annual EIBA conference, Leeds, Britain.
2020	Appointed Fellow at the European International Business Academy EIBA
2022	Treasurer and Secretary of EIBA Fellows.

### Editorial:

2006 - present	Member of the Editorial Board of <i>Management International Review</i>
2012 - present	Member of the Editorial Board of the <i>International Journal of Emerging Markets</i>
2014 - present	Member of the Editorial Board of <i>Competitiveness Review: An International Business Journal</i>
2017 - present	Member of the Editorial Board of the <i>Journal of Knowledge Management</i>
2018 - present	Member of the Editorial Board of <i>the European Journal of International Management</i>
2018 - present	Member of the Editorial Board of <i>the Journal of Intercultural Management and Ethics</i>
2004 - 2007	Co-Editor EIBA-zine, International Business Perspectives
2012 - 2013	Member of the Israel Science Foundation Reviewing Committee – ISF
2013 -2014	Editor focused issue <i>Management International Review</i> on the topic: <i>Born Global Firms – From Birth to Maturity</i> .
2015-2018	Editor special issue <i>International Studies of Management &amp; Organization</i> on the topic <i>International New Ventures</i> .
2020 - present	Member of the Editorial Board of <i>International Studies of Management and Organization</i>

### Reviewing:

- Reviewer for the *Journal of International Business Review*.

- Reviewer for the Management International Review.
- Reviewer for the Journal of Small Business Management.
- Reviewer for Thomson Publishing.
- Reviewer for Asia Pacific Management Review.
- Reviewer for Journal of World Business.
- Reviewer for EIBA, AoM and AIB conferences.

## **Participation in Scholarly Conferences**

### **Papers presented at scientific meetings**

Almor-Ellemers, T. 1990. International strategic alliances - a means to cope with a changing environment. Presented at the Danish Summer Research Institute.

Almor, T. 1992. International strategic alliances: Israel and the Single European Market. Presented at the Danish Summer Research Institute.

Hirsch, S. and Almor, T. 1992. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. Presented at the Danish Summer Research Institute.

Almor, T. 1993. Responding to unification of the European Community: The use of international strategic alliances by outsiders. Presented at the 20th annual EARIE conference, Tel Aviv.

Almor, T. 1996. Why firms use different strategies when competing in the international arena. Presented at the 22nd EIBA conference, Stockholm, Sweden.

Almor, T. 1999. Global pioneering: The case of small knowledge-intensive Israeli firms. Presented at the 25<sup>th</sup> EIBA conference, Manchester, UK.

Almor, T. 1999. Global strategies for small Israeli firms. Presented at the International Strategic Management Society. Tel Aviv, Israel.

Almor, T. 1999. Tecnomatix - a global entrepreneurial company. Presented at the international SMOPEC conference, Tel Aviv, Israel.

Almor, T. and Hashai, N., 2001. Configurations of International Knowledge-Intensive SMEs: Can the Eclectic Paradigm provide a sufficient theoretical framework? Presented at 27<sup>th</sup> EIBA conference, Paris, France.

Hashai, N. and Almor, T. 2002. Gradually Internationalising 'Born Globals': An Oxymoron? Presented at the 28<sup>th</sup> EIBA conference, Athens, Greece.

Almor, T. and Hashai, N., 2002. Configurations of International Knowledge-Intensive SMEs: Can the Eclectic Paradigm provide a sufficient theoretical framework? Presented at the Annual International High Technology Small Firms Conference, the Netherlands.

Almor, T. and Hashai, N. 2003. Competitive advantage and strategic configuration of knowledge – intensive "born global" firms: A modified resource based view. Presented at the 29<sup>th</sup> EIBA conference, Copenhagen, Denmark.

Almor, T., Hashai, N. and Hirsch, S. 2003. Elements of an integrated internationalization model. Presented at the Annual Academy of International Business (AIB) conference, Monterey, USA.

Almor, T. 2003. Growth strategies for Israeli, Born Global Firms. Presented at the International Workshop, Helsinki School of Economics, Finland.

Hashai, N. and Almor, T. 2004. Internationalization and internalization strategies of different sized companies: A modified resource based view. Presented at the annual Academy of International Business (AIB) conference, Stockholm, Sweden.

Hashai, N., Almor, T., Papanastassiou M., Fragkiskos, F., Rama, R., 2005. Internationalization vs. business diversification – the impact of internal capability development. Presented at the European International Business Academy, Oslo, Norway.

Hashai, N., Almor, T., Papanastassiou M., Fragkiskos, F., Rama, R., 2005. Internationalization vs. business diversification – the impact of internal capability development. Presented at the Annual Academy of International Business conference, Quebec, Canada.

Rachman Moore, D. and Almor, T. 2005. Gender inequalities in earnings among Israeli lawyers: Does discrimination still exist? Presented at the Annual Academy of Management Conference, Honolulu, USA.

Rachman Moore, D. and Almor, T. 2005. Gender inequalities in earnings among Israeli lawyers: Does discrimination still exist? Presented at the 6<sup>th</sup> conference of the Israeli Association for Feminist and Gender Studies, Israel.

Hashai, N. and Almor, T. 2005. Internationalization and internalization strategies of different sized companies: A modified resource based view. Presented at the 1<sup>st</sup> conference on International Business from Eastern Mediterranean Countries, Israel.

Hashai, N., Hirsch, S. and Almor, T. 2006. Internationalization, Distance Premium, Knowledge Intensity and Foreign Experience. Presented at the Annual Academy of International Business conference, Beijing, China.

Almor, T. Conceptualizing paths of growth for the born global firm. 2006. JIBS Focused Issue "Internationalization – Paths, Positions, and Processes" Paper Development Workshop, Berlin, Germany.

Hashai, N. Hirsch, S. Almor, T. 2007. Drivers of internationalization levels: Foreign experience or firm specific knowledge? International Business, Local Development and Science-Technology Relationships – 33<sup>rd</sup> EIBA Conference.

Almor, T., Tarba, S.Y. and H. Benjamini. 2008. Unmasking integration challenges: The case of Biogal's acquisition by Teva Pharmaceutical Industries. 50<sup>th</sup> AIB conference, Milano, Italy.

Almor .T. 2008. Preferring distant friends to close neighbours: Israel's MNEs in a globalizing world. International Business and the Catching up Economies: Challenges and Opportunities. 34<sup>th</sup> EIBA Annual Conference.

Almor, T. 2009. Learning by doing or learning by studying: Teaching entrepreneurship in a MBA setting in Israel. Presented at the TEMPUS conference: Entrepreneurship without borders, Israel.

Hashai, N. Hirsch, S. Almor, T. 2009. Internationalization Revisited: Distinguishing between the Internationalization of Inputs and Outputs. The 3<sup>rd</sup> Israel Strategy Conference, Israel

Tarba, S.Y., Almor, T., and H. Benjamini. 2009. Exploring the post-acquisition process of cross-border mergers and acquisitions: A narrative approach. Reshaping the Boundaries of the firm in an era of global interdependence – 35<sup>th</sup> EIBA conference.

Almor, T. 2010. Land of Opportunity: Israel's high tech companies in the PRC. The 4<sup>th</sup> China Goes Global Conference at Harvard University.

Almor T. 2010. Dancing as fast as they can: Israeli high tech firms and the great recession of 2008. Proceedings of Internationalisation process and international entrepreneurship, 36<sup>th</sup> EIBA annual conference, Porto, Portugal.

Almor, T. and Yehekel, O. 2011. Footloose and Fancy-Free: Sojourning Entrepreneurs in China. The 5<sup>th</sup> China Goes Global Conference at Harvard University.

Almor, T. and Yehekel, O. 2011. Footloose and Fancy-Free: Sojourning Entrepreneurs in China. 37<sup>th</sup> EIBA annual conference, Bucharest, Romania.



Almor, T. and Margalit, A. 2012. Maturing Born Global Firms – A longitudinal study. 38<sup>th</sup> EIBA Annual Conference, Brighton, UK.

Almor, T., Margalit, A., Tarba, S.Y. 2013. Maturing born globals: An empirical examination. 39<sup>th</sup> EIBA annual conference, Bremen, Germany. Page | 9

Almor, T. Tarba, S.Y., Margalit, A. 2014. How born global companies mature: The case of Israel. New Research Themes in International Entrepreneurship. Odense, Denmark.

Almor, T. 2014. Maturing born global firms: Past, present and future. 40<sup>th</sup> EIBA annual conference, Uppsala, Sweden.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2015. Growing up us hard to do: Maturing born global companies in a high-tech environment. 41<sup>th</sup> EIBA annual conference, Rio de Janeiro, Brazil.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2015. Growing up us hard to do: Maturing born global companies in a high-tech environment. 6<sup>th</sup> Israel Strategy Conference, Hebrew University.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2016. To acquire or not: how maturing born globals survive over time. Academy of International Business annual conference, New Orleans, US.

Shoham, A., Almor, T., Lee, S.M., Ahammad, M.F. 2016. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. Academy of International Business annual conference, New Orleans, US.

Shoham, A., Almor, T., Lee, S.M., Ahammad, M.F. 2016. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. Academy of International Business US – Northeast Conference. Philadelphia, US.

Shoham, A., Almor, T., Lee, S.M., Ahammad, M.F. 2016. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. 42<sup>th</sup> EIBA annual conference, Vienna, Austria.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2016. How Do Born Global Firms Grow Up? A Longitudinal Study. 42<sup>th</sup> EIBA annual conference, Vienna, Austria.

Oyna, S., Almor, T., Elango, B., Tarba, S.Y. 2017. Maturing born globals and their acquisitive behavior. 43<sup>rd</sup> EIBA annual conference, Milano, Italy.

Panel member on the advancement of women in IB. 2018. 44<sup>th</sup> EIBA annual conference, Poznan, Poland.

Track Chair for the track on 'innovations in teaching IB', EIBA 2019 conference in Leeds, England.

Panel member "women in IB" EIBA 2020 online conference.

Panel member "EIBA Fellows' special session in Honour of Seev Hirsch's Memory: Seev Hirsch's Vision of the Present and Future of International Business." EIBA 2020 online conference. Page | 10

Panel member "Women in IB" EIBA 2021 conference, Madrid, Spain.

Panel member "The internationalization of family businesses" EIBA 2021 conference, Madrid, Spain.

### **Organization of Conferences or Sessions**

1999	Co-organized the international SMOPEC 1999 conference
2003	Organized a conference on Organizational Knowledge and Human Resources in multinational companies, College of Management
2005	Organized the first conference on International Business from Eastern Mediterranean Countries, College of Management
2006	Track Chair 'International Strategies' for the 32 <sup>nd</sup> EIBA conference, Fribourg, Switzerland, 2006
2010	Track Chair 'Internationalisation process and international entrepreneurship' for the 36 <sup>th</sup> EIBA annual conference, Porto, Portugal 2010.
2011	Discussant for the ' <i>Caesarea Economic Policy Planning Forum</i> '.
2013	Organized a panel for EIBA on maturing born globals.
2016	Organized a local conference on the influence of technological changes on business strategies and models as part of the festive naming of the Yair Aharoni Graduate Studies Department. College of Management.
2017	Organized a local conference on the pros and cons of globalization. The annual Yair Aharoni conference on IB. College of Management.
2019	Track Chair 'innovations in teaching IB', EIBA 2019 conference in Leeds, England.
2021	Organized a Panel for EIBA on Virtual International Teams.
2022	Organized an international conference on Organizational Excellence in a Virtual World. The annual Yair Aharoni conference on IB, the Faculty of Business, The College of Management.

1992-present

Chair, discussant, head of panel in annual EIBA conferences, AIB conferences and other conferences attended.

## **Research Grants**

### **Grants Awarded**

<b>Year</b>	<b>Name of Institution</b>	<b>Grant/scholarship</b>
1987 - 1991	Tel Aviv University	The Maya Fisher David Scholarship grant
1993	Academic Studies Division, College of Management	Research grant
1995	Academic Studies Division, College of Management	Research grant
1997	Academic Studies Division, College of Management	Research grant
1999	Academic Studies Division, College of Management	Stef Wertheimer grant for case studies.
2000	Academic Studies Division, College of Management	Research grant
2003	Academic Studies Division, College of Management	Research grant
2004	Academic Studies Division, College of Management	Research grant
2005	Academic Studies Division, College of Management	Research grant
2006	Academic Studies Division, College of Management	Research grant
2007	Academic Studies Division, College of Management	Research grant
2008	Academic Studies Division, College of Management	Research grant
2011	Academic Studies Division, College of Management	Research grant

2013	Academic Studies Division, College of Management	Research grant
2015	Academic Studies Division, College of Management	Research grant
2016	Academic Studies Division, College of Management	Research grant
2018	Academic Studies Division, College of Management	Research grant
2021	Danish Agency for Higher Education and Science	Research grant – awarded for two years
2021	US-Israel Binational Science Foundation “Experts vs. Crowds: An Experimental Study of Crowdsourcing Potential in Business Consulting.”	rejected

## **Scholarships, Awards and Notations**

### ***Research***

1987 - 1991	The Maya Fisher David Ph.D. Scholarship. Awarded by the Tel Aviv University.
1995	The Raphael Shador outstanding researcher award.
1998	The Yoram Rosenfeld award for research in high tech and entrepreneurship. Awarded by Tel Aviv University.
1999	Stef Wertheimer Award for case studies.
2002	L’Oréal award for Excellence in Research.
2014	Highly Commended Paper 2013 by Emerald.
2015	Outstanding researcher award, The College of Management.
2017	Outstanding researcher award, The College of Management.
2018	Runner up paper award Journal of Organizational Behavior 2017.

### ***Teaching***

1995	Dean’s notation as outstanding lecturer, Tel Aviv University.
1999	Dean’s notation as outstanding lecturer, Tel Aviv University.

## **Teaching**

### ***Courses developed and taught by me:***

#### **Graduate level:**

**Strategies for International New Ventures.** A hybrid, a-synchronous seminar that discusses the development, management and maturation of INVs geared towards MBA students specializing in entrepreneurship and innovation.

Page | 13

**International Business Strategies.** A hybrid, a-synchronous course developed to be taught internationally to all MBA students as well as exchange students.

**Globalization in the 21<sup>st</sup> century: Global management in an uncertain environment** hybrid digital course developed to be taught internationally to a wide audience of graduate students.

**Developing an entrepreneurial business plan** – MBA students work with real entrepreneurs and develop international business plans for the entrepreneurs, while receiving supervision and theoretical background in class.

**Entrepreneurship: Establishment and management of young companies** – theoretical course that examines the different aspects of entrepreneurship.

**Strategic management** - based on case studies, theoretical classes and final project during which students analyze the strategy of a publicly traded company and present strategic options for the future.

**Seminar on global strategies for small high-tech companies** – a unique seminar that covers issues related to the special needs and behavior of 'born global' companies.

**Seminar on global strategies** – seminar that addresses issues typical of SMIEs – small and medium sized international enterprises – and SMOPEC countries – small open economies.

**Strategic Management of Entrepreneurial Companies** - course developed for MBA students that are interested in the strategic aspects of establishing and running an entrepreneurial business. The course includes case studies, theoretical classes, and preparation of a feasibility study.

**International Business** – compulsory course developed for MBA students. Includes case studies, theoretical classes and a final project. Taught in English.

**Business Entrepreneurship** – course developed for Graduate Studies in Design and Entrepreneurship. This course introduces business entrepreneurship to students interested in various aspects of design, i.e., interior design, urban design, website design and are looking to create a business based on design.

**Developing the Business Plan** - course developed for Graduate Studies in Design and Entrepreneurship. The hands-on course teaches how to create a business plan for start-ups devised by the students. The students are taught the needed materials

and implement them on their own start-ups. At the end of the course, each group has created a business plan for the start-up they are developing.

### **Undergraduate level:**

**Personal meetings with entrepreneurs.** Course developed for students specializing in entrepreneurship. Each week a small group of students brings an entrepreneur to class, who specializes in a specific topic (i.e. fintech, foodtech etc.). The students have to prepare the class meeting, learn about the industry, prepare questions and lead the class meeting.

---

Page | 14

**International Business** – capstone course developed for undergraduate students that specialize in international business. Course is taught in English.

**Introduction to International Business** – introductory course on the main topics of IB.

**Management in a Global World** – short course in which students learn about formal and informal institutions and learn how to gather data and analyze them regarding the types of institutions.

**Entrepreneurship and Gender** – course developed for undergraduate students in Behavioral Science. The students get introduced to the basics of entrepreneurship and how gender impacts this career choice.

**Business Unit Planning** – basic strategy course that includes preparation of a business plan for an ongoing business.

**Business Policy** – basic strategy course for undergraduate students.

**Business Strategy** – advanced course based on the business policy course, focusing on corporate strategy and international strategy.

**Business strategies for international new ventures** – elective course that focuses on high tech startups, how they are established, how they develop and how they compete. Course is based on articles and case studies of INVs.

**"Young Entrepreneurs"** – third year undergraduates supervise high school children that develop their own entrepreneurial company. The Business School students provide mentoring during an academic year to high school children who participate in the international "Junior Achievement Program".

**Small Business Management** seminar for students specializing in Management and Human Resources that want to examine aspects of small business and family business management.

**Preparatory program** for students that are invited to participate in an **international case study competition**, annual event at University of Southern California. An intensive workshop that prepares the students and teaches how to analyze cases and how to present them.

**Seminar in Human Resources Management** - a course developed in cooperation

with the Israeli HMO Kupat Holim Leumit. Third year undergraduate students, work on their final project within the framework of the organization, in the field of human resource management. The seminar incorporates both theory and hands-on practice.

### ***Teaching - experience:***

#### **MBA / MA level:**

- Strategic management
- Business policy
- Business portfolio
- Entrepreneurship
- The business plan
- International Business
- Structures and processes in the organization
- Managing the organizational system
- Introduction to management and organization
- Managing art businesses
- International business
- Introduction to entrepreneurship
- developing a business plan
- Developing entrepreneurial businesses

#### **Executive level:**

- Strategic Management
- International strategies for knowledge intensive companies
- Business policy
- Marketing strategy
- Managing the organizational system
- Structure and processes in the organization
- Building high performance organizations

#### **BA – undergraduate level:**

- Introduction to international business
- International business in a global environment
- Seminar in international business strategies
- Business unit planning
- Business strategies for international new ventures
- Small business management - seminar
- Business policy
- Business strategy
- Marketing strategy
- Introduction to organization and management
- Organizational sociology
- Entrepreneurship and gender
- Managing in a global world

## **Teaching - case studies developed**

Almor, T. 2006. Scitex: A company at a crossroads. *The Journal of Business Case Studies*, Vol. 2 (2): 33 - 44.

Almor, T. 2006. Tecnomatix: A born-global company. *The Journal of Business Case Studies*, Vol. 2 (2): 23 - 32.

Page | 16

Almor, T. 2004. Tecnomatix: Continuing its global growth. Case study and teaching note. The College of Management. Tel Aviv.

Almor, T. 2004. Scitex: A company at a crossroads. Case study and teaching note. The College of Management, Tel Aviv.

Almor, T. 2004. Tecnomatix - a global entrepreneurial company. Case study and teaching note. Funded by the Stef Whertheimer fund for case studies. Published in O. Shenkar and Y. Luo. *International Business*. John Wiley and Sons.

Almor, T. 1999. Teva's acquisition of Biogal Pharmaceutical Works. Case study prepared for Teva Pharmaceuticals Ltd.

Almor, T. 1999. Integrating Biogal into Teva. Case study prepared for Teva Pharmaceuticals Ltd.

Almor, T. 1996. Bank Leumi Lelsrael. *Foundations of Management*. Henley Management College, Oxfordshire, UK.

Almor, T. 1996. Scitex. *Foundations of Management*. Henley Management College, Oxfordshire, UK.

Almor, T. 1996. The ups and downs of Scitex. The College of Management, Tel Aviv.

Almor, T. 1995. ECI - Telecom: A Growing High - Tech Company (A) and (B).

Almor, T.; Shenkar, O. 1994. Bank Leumi Lelsrael. The Faculty of Management, Tel Aviv University.

Almor, T. 1993. Scitex into the 1990s. The College of Management, Tel Aviv.

Cohen, A; Jacobson, E.; Almor-Ellemers, T. 1991. Kemira - A state-owned multinational: A case study on diversification & globalization. Jerusalem Institute of Management.

Cohen, A; Jacobson, E.; Almor-Ellemers, T. 1991. Norsk Hydro 1980-1990: A case study on diversification & globalization. Jerusalem Institute of Management.

Cohen, A; Jacobson, E.; Almor-Ellemers, T. 1991. DSM Group 1980-1990: A case study on diversification & globalization. Jerusalem Institute of Management.



## **Supervision of Graduate Students**

<b>Year</b>	<b>Name</b>	<b>Title of Master Thesis</b>	<b>Academic Institution</b>
2003	Michiel Dijk	High tech innovations local vs. international knowledge networks	Universiteit van Utrecht, the Netherlands
2005	Michal Amir	Characteristics of strategic alliances of knowledge intensive, Israeli companies that operate in the international market.	Faculty of Management, Tel Aviv University
2013	Avital Margelit	Acquisition performance of Israeli high tech, born global firms: how to survive in the high-tech industry.	School of Business Administration, College of Management
2014	Stine Øyna	Maturing Born Globals Long term independent survival through the use of mergers and acquisitions	University of Agder, Norway
2018	Ilanit Kish Arkin	Biotech in Israel – how come this industry does not grow up?	School of Business Administration, College of Management
2022	Lee Sharir	The importance of Women Only, training Programs for Career Advancement	Faculty of Business Administration, College of Management
2023	Daniel Tjoernelund	Unicorn and Camels: What defines Israel's high-tech firms	Faculty of Business Administration, College of Management

### **Title of Ph.D. Thesis**

2005	Gilad Sperling	Product, operation and market strategies of technology – intensive born globals	The Helsinki School of Economics, Finland
------	----------------	---	---

## **Professional Experience and Education**

1993-2017                      Consultant for Israeli firms

### ***Courses***

<b>Period</b>	<b>Name of University</b>	<b>Subject</b>	<b>Date of award</b>
2000	MIL	Directors' course	2000
2002	College of Management	Intermediation	2002

# **PUBLICATIONS**

## **Ph.D. Dissertation and Master Thesis**

Title of master's thesis:

*The contingency theory re-examined: A comparison of environmental instruments.* (1985)

Page | 18

Names of supervisors: Dr. Oded Shenkar, Dr. Nissim Aranya.

Title of Doctoral dissertation:

*International strategic alliances - A strategy to cope with a changing environment: Israel and the Single European Market.* (1992)

Name of supervisors: Prof. Eli Segev and Prof. Seev Hirsch.

## **Edited Books and Special Journal Issues**

Hirsch, S. and Almor, T. (Eds.) 1996. ***Outsiders' Response to European Integration.*** Copenhagen Business School Press; Copenhagen, Denmark.

Almor, T. and Hashai, N. (Eds.). 2000. ***FDI, International Trade and the Economics of Peacemaking.*** Academic Studies Division, Rishon LeZion, Israel.

Almor, T. (Ed.) 2006. ***Establishing and Managing the Firm.*** Israel Small and Medium Enterprise Authority. (Hebrew).

Almor, T. and Tarba, S.Y. 2014. Focused issue on Maturing Born Globals. ***Management International Review, 54(4)***

Tarba, S.Y. and Almor, T. 2018. Special issue on International New Ventures. ***International Studies of Management & Organization, 48(2)***

Almor, T., Jankowska, B., Foroudi, P. and Marinova, S.T. The Foreign Investment Decision Process in Times of Digital Transformation: A tribute to Yair Aharoni. ***The European Journal of International Management.*** Planned for 2023.

Dachs, B., Almor, T., Papanastassiou, M., Tavares-Lehmann, A.T. International Knowledge Sourcing by Services TNCs. ***Transnational Corporations.*** Planned for 2023.

## **Articles in Refereed Journals**

Shenkar, O.; Aranya, N.; Almor, T. 1995. Construct dimensions in the contingency model: An analysis based on metric and non-metric multivariate instruments. ***Human Relations, 48*** No. 5, pp. 559-580.

Almor T. and Hirsch, S. 1995. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. ***Journal of International Business Studies, 26(2):*** 223-238.

**Reprint** in T. Brewer (ed.), 1999. ***Trade and Investment Policy.*** Elgar, Cheltenham, UK.

**Reprint** in Almor, T. and Hashai, N. (Eds.). 2000. ***FDI, International Trade and The Economics of Peacemaking.*** College of Management, Rishon LeZion, Israel.

Almor, T. 2001. Towards a contingency view of market entry strategies: Contextual and strategic factors. ***The Journal of Euromarketing, 10(1),*** 5-25.

Reprint in Hong Liu (Ed.), 2001. **Foreign Direct Investment and Strategic Alliances in Europe**. International Business Press, Binghamton, NY.

Lerner, M. and Almor, T. 2002. Relationships among strategic capabilities and the performance of women-owned small ventures. **Journal of Small Business Management**, 40(2): 109-125.

Ellis, S., Almor, T. and Shenkar, O. 2002. Structural contingency revisited: Towards a dynamic system model. **Emergence**, 4.4: 51-85.

Page | 19

Almor, T. and Hashai, N. 2004. The competitive advantage and strategic configuration of knowledge-intensive, 'Born Global' firms: A modified resource based view. **Journal of International Management**, 10: 479-500.

Hashai, N. and Almor, T. 2004. Gradually internationalizing 'Born Global' firms: An oxymoron? **International Business Review**, 13(4): 465-483.

Almor, T., Hashai, N., Hirsch, S. 2006. The product cycle revisited: Knowledge intensity and firm internationalization. **Management International Review**, 46: 507-528.

Rachman-Moore, D., Almor, T., Kogman, M. 2007. Equal investments, different rewards: Gender inequalities among Israeli lawyers. **International Journal of the Legal Profession**, 13(3): 189– 216.

Hashai, N. and Almor, T. 2008. R&D Intensity, Value Appropriation and Integration Patterns within Organizational Boundaries. **Research Policy**. 37/6-7: 1022-1034.

Almor, T., Tarba, S.Y. and H. Benjamini. 2009. Unmasking integration challenges: The case of Biogal's acquisition by Teva Pharmaceutical Industries. **International Studies of Management & Organization**. 39(3): 33-53.

Almor, T. 2011. Dancing as fast as they can: Israeli high-tech firms and the great recession of 2008. **Thunderbird International Business Review**. 53(2): 195-208. **Feature article**

Tarba, S.Y., Almor, T., and Benyamini, H. A. 2012. A comparative Anatomy of Two Cross-border Acquisitions by Teva Pharmaceutical Industries. **Advances in Mergers and Acquisitions**. 10: 75-102.

Almor, T. 2013. Conceptualizing paths of growth for the technology- based, born global firm originating in a small population, advanced economy. **International Studies of Management & Organization**. 43(2):56-78.

Almor, T. and Yeheskel, O. 2013. Footloose and fancy free: Sojourning entrepreneurs in China. **Journal of Enterprising Communities: People and Places in the Global Economy**, 7(4): 354 - 372. **Received Highly Commended Paper award 2014 by Emerald.**

Almor, T. and Heilbrunn, S. 2013. Entrepreneurship in Israel: Theory and Practice. **The American Journal of Entrepreneurship**, 6(2): 16 – 36.

Almor, T., Tarba, S.Y., Margalit, A. 2014. Maturing, technology-based, born global companies: Surviving through mergers and acquisitions. *Management International Review*, 54(4): 421-444. **Lead Article.**

Heilbrunn, S. and Almor, T. 2014. Is entrepreneurship education reproducing social inequalities among adolescents? Some empirical evidence from Israel. *The International Journal of Management Education*, 12(3):445-455. Page | 20

Liu, Y. and Almor, T. 2016. How culture influences the way entrepreneurs deal with uncertainty in inter-organizational relationships: The case of returnee versus local entrepreneurs in China. *International Business Review*, 25(1A): 4-14.

Shoham, A.; Almor, T; Lee, S.M.; Ahammad, M. 2017. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. *Journal of Organizational Behavior*, 38(9): 1356–1379. **Selected as one of the three best papers published in JOB in 2017, received the Runner-up paper Award in 2018.**

Almor, T. 2018. International investment strategies utilized by international new ventures: The role of exogenous and endogenous uncertainty. *International Studies of Management & Organization*, 48(2): 140-156.

Tarba, Y.S., Almor, T. 2018. International entrepreneurial ventures: Implications for international management. *International Studies of Management & Organization*, 48(2): 137-139.

Øyna, S., Almor, T., Elango, B., Tarba, S.Y. 2018. Maturing born globals and their acquisitive behavior. *International Business Review*, 27(3): 714-725.

Almor, T. and A. Shnider. 2019. From knowledge enrichment to career development: the case of higher education in Israel. Invited article *Journal of Intercultural Management and Ethics*, 2: 53-64.

Almor, T. 2020. Creativity and Vision: Commemorating Yair Aharoni and Seev Hirsch, the founding fathers of International Business in Israel. *EIBA-zine*, autumn/winter, no. 27.

Almor, T., Bazel Shoham, O., Lee, SM. 2022. The dual effect of Board Gender Diversity on R&D investments. *Long Range Planning*, 55(2), article101884  
<https://doi.org/10.1016/j.lrp.2019.05.004>

Lehrer, M. and Almor, T. 2022. Startups internationalizing in quest of a business model: The global prospecting of process niche firms. *Journal of International Management*. 28(1), article 100906. <https://doi.org/10.1016/j.intman.2021.100906>

Almor, T., Jankowska, B., Foroudi, P., Marinova, S.T. The foreign investment decision process in times of digital transformation: A tribute to Yair Aharoni. *The European Journal of International Management*. Planned for 2023.

### **Articles or Chapters in Scientific Books**

Ellemers, T. and Segev, E. 1993. Strategic archetypes at the business level: A synthesis of eight typologies. In E. Segev *Business Unit Strategy*. Tel Aviv, Open University. (In Hebrew).

Hirsch, S. and Almor, T. 1995. The effect of Europe 1992 on outsider firms: The case of Israel. In E. AHIRAM and A. TOVIAS (eds.) **Wither EC-Israeli Relations? Common and Divergent Interests**. Peter Lang, Europäischer Verlag der Wissenschaften, Frankfurt am Main. pp. 47-62.

Hirsch, S. and Almor, T. 1996. Europe ninety-two: Effects on outsiders. In Hirsch, S. and Almor, T. (eds.) **Outsiders' Response to European Integration**. Copenhagen Business School Press; Copenhagen, Denmark. Page | 21

Almor, T. 1996. Responding to unification of the European Community: The use of international strategic alliances by outsiders. In Hirsch, S. and Almor, T. (eds.) **Outsiders' Response to European Integration**. Copenhagen Business School Press; Copenhagen, Denmark. (8 citations).

Almor, T. 1996. Bank Leumi Lelsrael. **Foundations of Management**. Henley Management College, Oxfordshire, UK.

Almor, T. 1996. Scitex. **Foundations of Management**. Henley Management College, Oxfordshire, UK.

Almor T. and Hirsch, S. 1999. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. In T. Brewer (ed.) **Trade and Investment Policy**. Elgar, Cheltenham, UK. (Reprint from JIBS).

Almor, T. 2000. Born global: The case of small and medium sized, knowledge-intensive, Israeli firms. In Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and The Economics of Peacemaking**. Academic Studies Division, Rishon LeZion, Israel. (39 citations).

Almor T. and Hirsch, S. 2000. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. In Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and the Economics of Peacemaking**. Academic Studies Division, Rishon LeZion, Israel. (Reprint from JIBS).

Almor, T. and Hashai, N., 2000. Seev Hirsch: A man of creativity and vision. In Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and the Economics of Peacemaking**. Academic Studies Division, Rishon LeZion, Israel.

Almor, T. 2001. Towards a contingency view of market entry strategies: Contextual and strategic factors. In Hong Liu (Ed.) **Foreign Direct Investment and Strategic Alliances in Europe**. International Business Press, Binghamton, NY. (Reprint from the Journal of Euromarketing, 2001).

Almor, T. and Hashai, N. 2004. Configurations of International Knowledge-Intensive SMEs: Can the Eclectic Paradigm provide a sufficient theoretical framework? In W. DURING, R. OAKLEY and S. KAUSER (Eds.) **New Technology-Based Firms in the New Millennium, Volume III**. Chapter 17. Amsterdam, Elsevier.

Almor, T. 2004. Tecnomatix – A global entrepreneurial company. In O. Shenkar and Y. Luo. **International Business**. John Wiley and Sons.

Almor, T. and Sperling, G. 2008. Israeli, born global, knowledge-intensive firms: An empirical inquiry. In Dana, L., Han, M., Ratten, V., Welpel, I. **Handbook of Research on European Business and Entrepreneurship: Towards a Theory of Internationalization**. Edward Elgar, pp. 316-336. (6 citations) Page | 22

Hashai, N., Almor, T., Papanastassiou, M., Filippaios, F., Rama, R. 2011. Unraveling the Relationships between Internationalization and Product Diversification among the World's Largest Food and Beverage Enterprises. In Ravi Ramamurti, Niron Hashai (eds.). **The Future of Foreign Direct Investment and the Multinational Enterprise (Research in Global Strategic Management, Volume 15)**, Emerald Group Publishing Limited, pp. 271-299.

Almor, T., Tarba, S.Y., and Benyamini, H. 2011. Teva's acquisition of Biogal Pharmaceutical Works – Part 1. In Gomes, E., Weber, Y., Brown, C., and Tarba, S.Y. 2011. **Mergers, Acquisitions and Strategic Alliances: Understanding the Process**. Palgrave Macmillan. pp. 75-82.

Almor, T., Tarba, S.Y., and Benyamini, H. 2011. Teva's acquisition of Biogal Pharmaceutical Works – Part 2. In Gomes, E., Weber, Y., Brown, C., and Tarba, S.Y. 2011. **Mergers, Acquisitions and Strategic Alliances: Understanding the Process**. Palgrave Macmillan. pp. 208-211.

Bank, D. and Almor, T. 2013. The development of business education in a young, entrepreneurial country. In V. Jones, J. McIntyre & I. Alon (Eds.) **Innovation in Business Education in Emerging Markets**, Palgrave Macmillan, pp. 76-95. (7 citations).

Almor, T. Small countries creating global advantages: A tribute to Yair Aharoni. In Lewin, A., Ramamurti, R. and Rose, E. **In memory of Yair Aharoni**. Forthcoming.

## **Articles in Conference Proceedings**

Almor, T. 1996. Why firms use different strategies when competing in the international arena. **European International Business Academy Conference Proceedings**.

Almor, T. & Hashai, N. 2001. Configurations of international knowledge -intensive SMEs: Can the eclectic paradigm provide a sufficient theoretical framework? **European International Business Academy Conference Proceedings**, Paris, France.

Hashai, N. & Almor, T. 2002. Gradually internationalizing born global firms – An oxymoron? **European International Business Academy Conference Proceedings**, Athens, Greece.

Almor, T. Hirsch S. & Hashai N. 2003. Towards an integrated model of internationalization. **Academy of International Business Proceedings**, Monterey, California.

Almor, T. and Hashai, N. 2003. Competitive advantage and strategic configuration of knowledge – intensive "born global" firms: A modified resource-based view. The MNC as a knowing organization - **EIBA Conference Proceedings**.

Hashai, N. & Almor T. 2004. Internationalization and internalization strategies of different sized companies - A modified resource-based view. **Academy of International Business Proceedings**, Stockholm, Sweden. Page | 23

Hashai, N., Almor, T., Papanastassiou M., Fragkiskos, F., Rama, R., 2005. Internationalization vs. business diversification – the impact of internal capability development. **Local roots, global links - Academy of International Business conference Proceedings**, Quebec, Canada.

Hashai, N., Almor, T., Papanastassiou M., Filippaios, F., Rama, R., 2005. Internationalization vs. business diversification – the impact of internal capability development. **Landscapes and mindscapes in a globalized world – 31<sup>st</sup> EIBA conference proceedings**.

Hashai, N. Hirsch, S. Almor, T. 2007. Drivers of internationalization levels: Foreign experience or firm specific knowledge? **International Business, Local Development and Science-Technology Relationships – 33<sup>rd</sup> EIBA Conference Proceedings**.

Almor, T. 2009. Learning by doing or learning by studying: Teaching entrepreneurship in a MBA setting in Israel. **Entrepreneurship without borders, Israel**. TEMPUS conference proceedings.

Almor, T. Land of Opportunity: Israel's high tech companies in the PRC. Proceedings of the 4<sup>th</sup> **China Goes Global Conference** at Harvard University, 2010.

Almor T. Dancing as fast as they can: Israeli high-tech firms and the great recession of 2008. Proceedings of the **36<sup>th</sup> EIBA annual conference**, Porto, Portugal 2010.

Almor, T. and Yeheskel, O. Footloose and Fancy-Free: Sojourning Entrepreneurs in China. The 5<sup>th</sup> **China Goes Global Conference** at Harvard University, 2011.

Almor, T. and Margalit, A. 2012. Maturing Born Global Firms – A longitudinal study. **38th EIBA Annual Conference**, Brighton, UK.

Almor, T., Margalit, A., Tarba, S.Y. 2013 Maturing born globals: An empirical examination. Proceedings of the **39<sup>th</sup> EIBA annual conference**, Bremen, Germany.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2015. Growing up us hard to do: Maturing born global companies in a high-tech environment. Proceedings of the **41<sup>st</sup> EIBA annual conference**, Rio de Janeiro, Brazil.

Shoham, A., Almor, T., Lee, S.M., Ahammad, M.F. 2016. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. **42<sup>nd</sup> EIBA annual conference**, Vienna, Austria.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2016. How Do Born Global Firms Grow Up? A Longitudinal Study. **42<sup>nd</sup> EIBA annual conference**, Vienna, Austria.

Oyna, S., Almor, T., Elango, B., Tarba, S.Y. 2017. Maturing born globals and their acquisitive behavior. **43<sup>rd</sup> EIBA annual conference**, Milano, Italy.

## **Other Publications**

### **Research reports and other publications**

Ellemers, T. and Segev, E. 1988. Strategic archetypes at the business level: A synthesis of eight typologies. *The Israel Institute of Business Research*, Tel Aviv University, WP. no. 979/88.

Almor-Ellemers, T. and Hirsch, S. 1991. Patterns of foreign direct investment: Israel, a small country situated in between trading blocks. *Business and Economic Studies on European Integration*, Institute of International Economics and Management, Copenhagen, WP 10-91.

Rautkylae, R., and Almor, T. 1992. The labels of the Single Market: A framework for a comparative analysis of corporate interpretations and strategies. *Business and Economic Studies on European Integration*. Institute of International Economics and Management, Copenhagen, WP 16-92.

Hirsch, S. and Almor T. 1992. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. *Business and Economic Studies on European Integration*. Institute of International Economics and Management, Copenhagen, WP 9-92.

Shenkar, O., Almor, T., Yaari, B., and Ellis, S. 1993. Environmental/Technological uncertainty and organizational structure: A synthesis and research framework for the contingency model. The Israel Institute of Business Research, Tel Aviv University, Working Paper 30/93.

Almor, T. 1993. Strategic sense making in the international environment: International strategic alliances as a response to change and uncertainty. The College of Management - Academic Studies, Tel Aviv, the School of Business Administration, Research Unit. Discussion Paper 93.3.

Almor, T. 1993. Scitex into the 1990s. The College of Management Academic Studies, Tel Aviv.

Almor T. 1994. Responding to unification of the European Community: The use of international strategic alliances by outsiders. The College of Management - Academic Studies, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper 94.2.

Almor, T.; Shenkar, O. 1994. Bank Leumi Lelsrael. The Faculty of Management, Tel Aviv University.



Almor, T. 1995. ECI - Telecom: A growing high - Tech Company (A) and (B). Case study prepared for ECI Telecom.

Almor, T. 1996. The ups and downs of Scitex. The College of Management - Academic Studies, Tel Aviv.

Page | 25

Almor, T. 1996. Why firms use different strategies when competing in the international arena. The College of Management - Academic Studies, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

Lerner, M. and Almor, T. 1996. Strategic capabilities used by Israeli women entrepreneurs: What influences business performance? The College of Management - Academic Studies, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

Almor, T. 1997. Through the glass ceiling. **Status**, December (Hebrew).

Almor, T. 1999. Ownership structure of small high tech global companies: the case of Israel. Working paper 99.8. The College of Management-Academic Studies, Tel Aviv.

Almor, T. 1999. Tecnomatix - a global entrepreneurial company. Case study and teaching note. The College of Management-Academic Studies, Tel Aviv. Funded by the Stef Wertheimer fund for case studies.

Almor, T. 1999. Teva's acquisition of Biogal Pharmaceutical Works. Case study prepared for Teva Pharmaceuticals Ltd.

Almor, T. 1999. Integrating Biogal into Teva. Case study prepared for Teva Pharmaceuticals Ltd.

Almor, T. 2000. The small ones need to think big as well. *The Exporter*, 98: 14. (Hebrew)

Almor, T. and Hashai, N., 2001. Configurations of International Knowledge-Intensive SMEs: Can the Eclectic Paradigm provide a sufficient theoretical framework? Working Paper, the College of Management, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

Hashai, N. and Almor T. 2003. Gradually internationalizing born global firms: An oxymoron? Working Paper 03.6, the College of Management, the School of Business Administration, Research Unit. Discussion paper.

Almor, T., Hashai, N. and Hirsch, S. 2003. Elements of an integrated internationalization model. Working Paper 1/2003 Tel Aviv University, Faculty of Management.

Almor, T. 2004. Scitex: A company at a crossroads. Case study and teaching note. Working Paper, the College of Management, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

Hashai, N. and Almor, T. 2004. Internationalization and internalization strategies of different sized companies: A modified resource-based view. Working Paper, the College of Management, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

Almor, T. 2004. Tecnomatix: Continuing its global growth. Case study and teaching note. Working Paper, the College of Management, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

Almor, T. 2005. Does size really matter? **Status**, 174: 46-48 (Hebrew).

Hashai, N., Almor, T., Papanastassiou M., Fragkiskos, F., Rama, R., 2005. Internationalization vs. business diversification – the impact of internal capability development. Working Paper, the College of Management, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

Eden, Y., Horesh, R., Almor, T. & Kariv, D. 2005. *An Overview on the Small and Medium Size Ventures in Israel*, Report to the Israeli Industrial Association. The School of Business Administration, the College of Management, Israel. (Hebrew)

Almor, T., Lachman, R., Amir, M. 2005. Strategies of cooperation by Israeli, knowledge intensive firms operating in the international market. Working Paper, the College of Management, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper (Hebrew).

Almor, T. 2005. Creating a global standard for violin making. **AIB Insights**, Vol. 5(2): 6-9.

Almor, T. 2006. Conceptualizing paths of growth for the born global firm. Working Paper, the College of Management, Tel Aviv, the School of Business Administration, Research Unit. Discussion paper.

**Since last promotion:**

Almor, T. and Lachman. R. 2007. Globalization Processes of Israeli, knowledge-intensive firms. 2007. Working Paper, the College of Management, the School of Business Administration, Research Unit. Discussion paper 07.09.

Almor, T., Tarba, S.Y. and H. Benjamini. 2008. Unmasking integration challenges: The case of Biogal's acquisition by Teva Pharmaceutical Industries. Working Paper, the College of Management, the School of Business Administration, Research Unit. Discussion paper 08.01.

Hashai, N., Hirsch, S., Almor, T. 2008. Drivers of Internationalization Levels: Foreign Experience or Firm Specific Knowledge? Working Paper, the College of Management, the School of Business Administration, Research Unit. Discussion Paper 08.

Almor, T. 2011. How to encourage women to go out to work. (Hebrew) **HRM**, <http://www.hrm.co.il/default.asp?topic=article&id=640>

Almor, T. 2011. Choosing to earn less? **Status**. Vol. 237: 30-33. (Hebrew).

Almor, T. 2011. Who is afraid of women in sports? (Hebrew) **Onlife** <http://onlife.co.il/%D7%90%D7%99%D7%9B%D7%95%D7%AA->

[%D7%97%D7%99%D7%99%D7%9D/%D7%AA%D7%96%D7%95%D7%A0%D7%94-%D7%95%D7%9B%D7%95%D7%A9%D7%A8/16079/%D7%9E%D7%99-%D7%9E%D7%A4%D7%97%D7%93-%D7%9E%D7%A1%D7%A4%D7%95%D7%A8%D7%98-%D7%A0%D7%A9%D7%99%D7%9D](#)

Almor, T. and Yeheskel, O. Footloose and fancy free: Sojourning entrepreneurs in China, Working Paper, the College of Management, the School of Business Administration, Research Unit. Discussion Paper 2012. Page | 27

Almor, T. Preferring distant friends to close neighbors: The case of outgoing Israeli FDI in a globalizing world. Working Paper, the College of Management, the School of Business Administration, Research Unit. Discussion Paper 2012.

Almor, T. 2014. Israel Start-Up Nation: Creating Technology Based, International New Ventures. **EIBA-Zine** No. 14.

Almor, T. and Bank, D. 2015. A changing industry: Academic business education in Israel. **AIB Insights**. Vol. 15(2): 7- 10.

Almor, T. 2015. Want to be an entrepreneur? 6 capabilities you need to develop. (Hebrew) **YNET**. <http://www.ynet.co.il/articles/0,7340,L-4696709,00.html>

Almor, T. 2015 – 2016 –monthly blogs on LinkedIn – to be accessed at: [https://www.linkedin.com/in/tamaralmor?trk=nav\\_responsive\\_tab\\_profile](https://www.linkedin.com/in/tamaralmor?trk=nav_responsive_tab_profile)

Ofra Bazel-Shoham, Tamar Almor, Sang Mook Lee. 2018. The Effect of Board Gender Diversity on R&D. 2018 Engaged Management Scholarship Conference: Philadelphia, PA Fox School of Business Research Paper No. 18-025.

Almor, T. 2018. Women on boards of directors enhance environmental responsibility (Hebrew) The Marker <https://www.themarker.com/career/1.5963348>

Almor, T. and Zelba, A. 2019. Sexual bribes hurt us all (Hebrew). <http://saloon.co.il/blog/tamaralmoravizelba/>

Almor, T. 2020. Creativity and Vision: Commemorating Yair Aharoni and Seev Hirsch, the founding fathers of International Business in Israel. **EIBA-zine**, autumn/winter, no. 27.

Almor, T. 2020. When part of the population earns enough for everyone. **TheMarker**. <https://www.themarker.com/coronavirus/premium-1.8763216>

Almor, T. 2020. Why are women more successful than men leading the Corona crisis. **Globes** (Hebrew). <https://www.globes.co.il/news/article.aspx?did=1001352987>