

CURRICULUM VITAE and LIST OF PUBLICATIONS
Dr. Gil Bozer Ph.D.



Gil Bozer, PhD

Present Affiliation: [Sapir Academic College](#)

Current position: Senior Lecturer in the Department of Human Resource Management

Home Address: Flat 16, 23 Arlozorov Street, Herzliya, Israel, 4642712

Research focus: workplace Coaching, use of AI in leadership and human resource development, succession planning

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[Google Scholar](#) | [ResearchGate](#) | [ORCID](#) |

Higher Education

Ph.D. 2007-2011

Monash University, Management Department, Australia

Field of Study: Workplace Coaching. Dissertation: 'Executive Coaching Effectiveness: A Conceptual and Empirical Foundation'

Supervisors: Prof. James C. Sarros, Co-supervisors: Assoc. Prof. Ross Donohue, & Assoc. Prof. Andrew Pirola-Merlo

MBA 2003-2005

Ono Academic College, Graduate Business School, Israel

B.A. 1997-2000

Ben-Gurion University of the Negev, Israel

Human Resource Management (cum laude)

Academic Ranks and Tenure in Institutes of Higher Education

2018- Present
Human Resource Management Department, Sapir Academic College, Israel
Senior lecturer, with tenure

2011-2018
Lecturer, tenure-track

2009-2011
Adjunct Lecturer

2017- Present
École des Ponts Business School, Paris, France
Visiting Professor of leadership & Research Fellow, Doctoral Supervisory Faculty

2015-2016
Business School, College of Law & Business, Israel
Adjunct Lecturer

2009-2016
Business School, Ruppin Academic Center, Israel
Adjunct Lecturer

Offices in Academic Administration and Service

Sapir Academic College, Israel

2019-Present	<i>Admissions Committee Member</i> for the master's degree program in Human Resource Management and Development.
2013-Present	<i>Pedagogy Committee Member</i> , MA in Human Resource Management and Development program.
2013-2023	<i>Pedagogy Committee Member</i> , Human Resource Management Department
2017-2020	<i>Innovative and Creative Teaching and Learning Committee member</i>
2016-2019	<i>Development Team Member</i> , Essential Skills Course, IN2IT project (EU Internationalization by Innovative Technology)

Scholarly Positions and Activities outside the Institution

Membership in Scientific/Professional Societies

- Academy of Management ([AOM](#))
- European Association of Work and Organizational Psychology ([EAWOP](#))
- British Academy of Management ([BAM](#))
- European Academy of Management ([EURAM](#))
- Management & Organizational Behavior Teaching Society ([MOBTS](#))
- Leadership Research Group of EuroMed Research Business Institute ([EuroMed](#))

Editorial Positions

2024-Present	Associate Editor, Journal of Occupational and Organizational Psychology
2022-Present	Guest Editor, Special Issue 'Workplace Coaching at a Crossroads: Advancing Insights into Coaching Process and Context' - Journal of Occupational and Organizational Psychology , together with Prof. Silja Kotte (Germany), and Prof. Almuth McDowall (UK)
2018-2020	Guest Editor, Special Issue 'Advances in Psychology of Workplace Coaching' - Applied Psychology: An International Review , together with Prof. Rebecca Jones (UK)

Editorial Board Member

2021-Present	Journal of Organizational Effectiveness: People and Performance
2021-Present	International Journal of Training and Development
2021-Present	International Coaching Psychology Review
2019-Present	Leadership & Organization Development Journal
2017-Present	Journal of Management and Change
2016- Present	Development and Learning in Organizations: An International Journal

Ad Hoc Reviewer

- [Journal of Managerial Psychology](#)
- [Journal of Management](#)
- [Journal of Vocational Behavior](#)
- [Journal of Occupational and Organizational Psychology](#)
- [Human Resource Management Journal](#)
- [Leadership & Organization Development Journal](#)

- [Frontiers in Psychology](#)
- [Personnel Review](#)
- [Journal of Management & Organization](#)
- [European Journal of International Management](#)
- [International Journal of Training and Development](#)
- [Nonprofit Management & Leadership Journal](#)
- [Human Service Organizations: Management Leadership, & Governance](#)
- [International Coaching Psychology Review](#)
- [International Journal of Mentoring and Coaching in Education](#)
- [Journal of Organizational Effectiveness: People and Performance](#)

Ad Hoc External Doctoral Examiner

2023	<i>Coaching for leadership development: Innovative approaches in contemporary local and global organizations</i>	Natalia Fey, Hanken School of Economics, Finland
2021	<i>Towards the professionalization of coaching: The effects of coaching on psychological resources, job attitudes and performance – a between and within-person analysis</i>	Andrea Fontes, ISCTE – University Institute of Lisbon
2019	<i>The process of transformative learning in executive coaching: A realist evaluation</i>	Gloria Mbokota, Gordon Institute of Business Science, University of Pretoria
2017	<i>Succession planning in religious organizations: A qualitative study of succession planning in small French churches</i>	Michael James, International School of Management, Paris
2014	<i>Segmentation and targeting to recruit high potentials in the pharmaceutical industry</i>	Jan Posthumus, International School of Management, Paris

Board Positions

2021-Present [CoachHub](#), Science Board Member

Active Participation in Scholarly Conference Presentations

Kotte, S., **Bozer, G.** & Salomaa, R. (2024, June). *Chatbot coaching in organizations: A field study*. 16th European Academy of Occupational Health Psychology (EAOHP), Granada, Spain.

Kotte, S., **Bozer, G.** & Salomaa, R. (2024, April). *Chatbot-supported coaching in organizations: A field study*. Human Factors and Ergonomics Society Annual Meeting, Lübeck, Germany.

Bozer, G., & Unger-Aviram, E. (2023, July). *Taking responsibility for responsible management education and learning: A bottom-up approach*. International Management and Organizational Behavior Teaching Society Conference, St. Andrews, Scotland.

Bozer, G., Kotte, S. & Salomaa, R. (2023, May). *Chatbot-supported coaching in organizations: A field study*. 21st European Association of Work and Organizational Psychology (EAWOP) Congress, Katowice, Poland.

Bozer, G. (2022, June). *Emerging trends in teaching*. Virtual conference on Pandemic as a Catalyst for Change, WSB University, Poland.

Bozer, G., Delegach, M. & Kotte, S. (2021, December). *The influence of organizational coaching context on pre-coaching motivation and the role of regulatory focus: An experimental study*. EAWOP Small Group Meeting on Workplace Coaching, Berlin, Germany.

Bozer, G., Delegach, M. & Kotte, S. (2021, August). *Organizational coaching context, coachee regulatory focus and pre-coaching motivation: An experimental study*. 81st virtual Annual Meeting Academy of Management.

Bozer, G., Delegach, M. & Kotte, S. (2021, June). *Congratulations, you are assigned to coaching! An experimental study on the influence of organizational coaching context on pre-coaching motivation and the role of regulatory focus*. 21st virtual European Academy of Management (EURAM) conference.

Bozer, G. (2021, January). *Workplace coaching: Charted and uncharted territories*. 17th virtual Annual Coaching and Mentoring Research Conference, Oxford Brookes University (**Keynote Speaker**).

Bozer, G., Delegach, M. (2019, August). *A theoretical framework of culturally- and context-sensitive workplace coaching: The importance of coachee regulatory focus*. 79th Annual Meeting Academy of Management, Boston, MA.

Bozer, G. (2019, June). *The "bright" and "shadow" aspects of in extremis leadership*. International Interdisciplinary Conference on Failed Leadership, Warsaw, Poland.

Posthumus, J., **Bozer G.,** & Santora, J. C. (2017, October). *Establishing a definition of high potentials as a prerequisite to applying quantitative recruitment and management tools*. 6th Workshop on Talent Management, Barcelona, Spain.

Jones, R. J., & **Bozer, G.** (2016, September). *Why workplace coaching research needs greater scientific rigor: A systematic review and recommendations for future research*. 30th Annual Conference British Academy of Management, Newcastle, UK.

Bozer, G. (2016, June). *Coaching and Cooperation: pleonasm or oxymoron?* 16th Annual European Academy of Management (EURAM) Conference, Paris, France.

Tzur, Y., **Bozer G.,** & Santora, J. C. (2015, July). *Leadership under fire: To be or not to be*. 32nd conference of the World Association for Case Method Research and Application (WACRA), Odense, Denmark.

Posthumus, J., **Bozer G.,** & Santora, J. C. (2015, May). *Application of segmentation and targeting in the recruitment of high potentials in the pharmaceutical industry*. EuroMed Academy of Business Conference, Paris, France.

Bozer, G., & Kuna, S. (2014, July). *Nonprofit executive succession planning: Israeli perspective*. 11th International Conference of the International Society for Third Sector Research (ISTR), Muenster, Germany.

Bozer, G., Sarros, J. C., & Santora, J. C. (2013, July). *Who is best qualified to be a coach? Academic background and credibility in executive coaching*. 3rd Global Innovation & Knowledge Academy, Valencia, Spain.

Bozer, G., & Kuna, S. (2013, February). *Organizational impediments to executive succession planning in the Israeli nonprofit sector*. 44th Israeli Sociological Society Conference, Ruppin Academic Center, Israel.

Organization of Conferences

Kotte, S, Graßmann, C., **Bozer, G.,** Lai, Y-L. (2021, December). *Advancing Theory, Research, and Practice of Workplace Coaching*. EAWOP Small Group Meeting (SGM), Berlin, Germany.

Invited Lectures\ Colloquium Talks

Bozer, G. (2023, June). *Leadership in the VUCA world*. Presentation at the HR officers' course, IDF, Israel.

Bozer, G. (2022, December). *Chatbot-coaching in organizations: A multi-perspective study*. Online presentation and workshop at the International Coaching Federation (ICF), Finland.

Bozer, G. (2022, June). *A Review of organizational coaching: What is known and the prospects for the future*. Seminar at the Communication Disorders Department Hadassah Academic College, Jerusalem, Israel.

Bozer, G. (2020, February). *Teaching and learning in Sapir's hybrid space*. Online presentation at the Inter-University Centre for E-Learning, Sapir Academic College, Israel.

Bozer, G. (2019, November). *Personal vision and team building*. Workshop at the Digital Health Lab, eXlab, Sapir Academic College, Israel.

Bozer, G. (2019, June). *Personal leadership development*. Workshop at SWPS University of Social Sciences and Humanities (Erasmus+ Staff Mobility for teaching), Warsaw, Poland.

Bozer, G. (2019, June). *Management and leadership in a Hyper-global environment*. Presentation at the Advanced HR officers' course, IDF, Israel.

Bozer, G. (2018, June). *Leadership in a changing era*. Presentation at the IDF officers Academy, IDF, Israel.

Bozer, G. (2016, June). *Networking as a managerial tool for excellence*. Presentation at SIT China Executive Program, Sapir Academic College, Israel.

Bozer, G. (2014, March). *Leadership in the 21st century*. Presentation at the Advanced Program for Staff officers, Academy for Senior staff Police Officers, Israel.

Bozer, G. (2012, January). *Executive coaching effectiveness- Key antecedents of effective one-on-one executive coaching*. Department Colloquium, The Organizational Behavior Program, Graduate School of Business Administration, Tel-Aviv University, Israel.

Bozer, G. (2009, May). *Executive coaching in a family business*. Presentation at the MBA program for family business, Kellogg School of Management, Northwestern University, Chicago, IL

Research Grants Awarded

Role and co-Researchers	Topic	Funded by/ Amount	Year
CO-PI together with Prof. Silja Kotte (Germany)	Human-led vs. hybrid human-led/chatbot-supported coaching for organizations: A quasi experimental field study on distance coaching as an emerging HRD practice	European Academy of Management (EURAM)/ 5000 Euro	2021
Co-PI together with Prof. Silja Kotte (Germany), Prof. Carolin Graßmann (Germany), Dr. Yi-Ling Lai (UK)	Advancing theory, research, and practice of workplace coaching	European Association of Work and Organizational Psychology (EAWOP)/ 3500 Euro	2019
Co-organizer together with Prof. Silja Kotte (Germany), Prof. Carolin Graßmann (Germany)	Small Group Meeting on the science of workplace coaching, Berlin, Germany	German Association of Coaching (DBVC)/ 2000 Euro	2019
Co-PI together with Yi-Ling Lai (UK), & Darren Van Laar (UK), Qing Wang (China)	Post graduate supervisor coaching behaviors research	University of Portsmouth/ 1800 Euro	2019

Submission of Research Proposal - Pending

Role and co-Researchers	Topic	Funded by/ Amount	Year
CO-PI together with Prof. Silja Kotte (Germany)	Implementing AI-based chatbot coaching in organizations: A mixed-methods field study to assess outcomes, input, process, and contextual factors	Institute of Coaching, McLean Hospital, Harvard University/ 35,000 USD	2024

Scholarships, Awards and Prizes

- 2020-2021 **Outstanding Contribution to Research**, Sapir Academic College Research Authority
- 2020 **Emerald Literati Award for Outstanding Reviewer**: Leadership & Organization Development Journal.
- 2017 **Emerald Literati Award for Highly Commented Paper**: "Succession in family business: Multisource perspectives" (Bozer, G., Levin, L., & Santora, J. C.)

- 2015 **Best Paper Award**, Clute Institute International Business & Education Conference, June 7-11, London: "Succession issues in a religious association" (Santora, J. C., James, M., & Bozer, G.)
- 2013-2018 **Vice-President's Award for Outstanding Contribution to Teaching and Learning**, Sapir Academic College

Courses Taught in Recent Years

B.A. Students

- *The Visionary Entrepreneur* (2019-Present)
- *International MOOC: Essential Skills for the new world of work* (2017-Present)
- *Current Approaches in Management* (2016-Present)
- *Managerial Communication* (2010-Present)
- *Selected Issues in Management and Leadership* (2009-2019)
- *Human Resource Management* (2011-2016)
- *Seminar: Research Topics in Leadership* (2014-2016)

M.A. Students

- *Developing a compelling vision and integrating innovation into the organizational vision* (2023-Present)
- *Developing and implementing consulting skills and interventions* (2023-Present)
- *Development of Managerial and Leadership Skills* (2017-Present)
- *Practicum in HRD and OD*: supervised 26 graduate students' independent field projects in HRM and organizational consulting (2018-Present)

Executive Workshops / Corporate Education

- *The Organizational Machine: from Vision to Strategy* (2019-Present)
- *Leadership in a Hyper-Global Environment* (2016-Present)
- *Coaching as a Managerial Development tool* (2012-Present)
- *Managing Organizational Behaviour* (2012-2016)
- *Managerial Empowerment in a Global Workplace* (2011-2013)

Professional Experience

- 1999-2001 Israel Defense Forces: HR Commander of a Combat Battalion (Lieutenant).
- 2002-2003 Israel Defense Forces: Assistant officer for brigade sergeant.
- 2003-2005 Israel Defense Forces: Deputy Commander of Junior officers Department (Captain): Adjutant Corps.
- 2005-2006 First International Bank of Israel, Israel: Investment & Private Banker.
- 2006-2009 Instanz Nominees Pty Ltd, Australia: Investment Analyst & Researcher.

PUBLICATIONS

Total Citations (Google Scholar): **1778** (1364 since 2019); H index= 17; i10-index=23

Note: For joint publications, the order of the listed authors appears according to their relative contribution. * = Since Last Promotion ; † = Correspondence Author

Ph.D. Dissertation

Bozer, G. (2011). [*Executive Coaching Effectiveness- A Theoretical and Empirical Foundation*](#), 305pp. English, Faculty of Business and Economics, Monash University, Melbourne, Australia.

Edited Special Journals Issues - Published

1. ***Bozer, G.**, & Jones, R. J. (Eds.). (2021). Advances in the Psychology of Workplace Coaching [Special section]. *Applied Psychology: An International Review*, 70(2), 411-574.

Edited Special Journals Issues – Accepted for Publication

2. ***Kotte, S. C., Bozer, G.**, & McDowall, A. (Eds.). (2024). Workplace Coaching at the Crossroads – Advancing Insights into Coaching Process and Context [Special section]. *Journal of Occupational and Organizational Psychology*, 195pp.

Articles in Refereed Journals

1. Hartel, C. E. J., **Bozer, G.**, & Levin, L. (2009). Family business leadership transition: How an adaptation of executive coaching may help. *Journal of Management and Organization*, 15(3), 378-391. doi: [10.1017/S1833367200002686](https://doi.org/10.1017/S1833367200002686)
5 year IF=4.6, IF 2022=3.3; JCIR2022= Management 133/401, JCI=Q2; SJR=Q2.
Citations: 50.
2. **Bozer, G.†**, & Sarros, J. C. (2012). Examining the effectiveness of executive coaching on coachees' performance in the Israeli context. *International Journal of Evidence Based Coaching and Mentoring*, 10(1), 14-32.
5 year IF=0.7, IF 2022=0.7; JCIR2022= Psychology, Applied 102/115, JCI=Q4; SJR=Q3.
Citations: 153.
3. **Bozer, G.†**, Sarros, J. C., & Santora, J. C. (2013). The role of coachee characteristics in executive coaching for effective sustainability. *Journal of Management Development*, 32(3), 277-294. doi: [10.1108/02621711311318319](https://doi.org/10.1108/02621711311318319)
5 year IF=3.5, IF 2022=3.1; JCIR2022= Management 213/401, JCI=Q3; SJR=Q2.
Citations: 173.
4. **Bozer, G.†**, Sarros, J. C., & Santora, J. C. (2014). Executive coaching: Guidelines that work. *Development and Learning in Organizations: An International Journal*, 28(4), 9-14. doi: [10.1108/DLO-05-2013-0020](https://doi.org/10.1108/DLO-05-2013-0020), Q4. Citations: 44.
5. **Bozer, G.†**, Sarros, J. C., & Santora, J. C. (2014). Academic background and credibility in executive coaching effectiveness. *Personnel Review*, 43(6), 881-897. doi: [10.1108/PR-10-2013-0171](https://doi.org/10.1108/PR-10-2013-0171)

- 5 year IF=4.7, IF 2022=3.9; JCIR2022= Psychology, Applied 21/83, JCI=Q2; SJR=Q2.
Citations: 165.
6. **Bozer, G.†**, Joo, B.-K., & Santora J. C. (2015). Executive coaching: Does coach-coachee matching based on similarity really matter? *Consulting Psychology Journal: Practice & Research*, 67(3), 218-233. doi: [10.1037/cpb0000044](https://doi.org/10.1037/cpb0000044)
IF 2022=1.2; JCIR2022= Psychology, Applied 80/115, JCI=Q3; SJR=Q3. Citations: 111.
 7. **Bozer, G.†**, Kuna, S., & Santora, J. C. (2015). The role of leadership development in enhancing succession planning in the Israeli nonprofit sector, *Human Service Organizations: Management, Leadership, & Governance*, 39(5), 492-508. doi: [10.1080/23303131.2015.1077180](https://doi.org/10.1080/23303131.2015.1077180)
5 year IF=1.7, IF 2022=1.2; JCIR2022= Public Administration 41/49, JCI=Q4; SJR=Q2.
Citations: 73.
 8. Santora, J. C., Sarros, J. C., **Bozer, G.**, Esposito M., & Bassi, A. (2015). Nonprofit executive succession planning and organizational sustainability: A preliminary comparative study in Australia, Brazil, Israel, Italy, Russia and the United States. *Journal of Applied Management & Entrepreneurship*, 20(4), 66-83. doi: 10.9774/GLEAF.3709.2015.oc.00006. Citations: 95.
 9. Posthumus, J., **Bozer G.**, & Santora, J. C. (2016). Implicit assumptions in high potentials recruitment. *European Journal of Training and Development*, 40(6), 430-445. doi: [10.1108/EJTD-01-2016-0002](https://doi.org/10.1108/EJTD-01-2016-0002)
5 year IF=2.4, IF 2022=2.2; JCIR2022= Management 278/401, JCI=Q3; SJR=Q2.
Citations: 37.
 10. **Bozer, G.†**, Levin, L., & Santora, J. C. (2017). Succession in family business: Multisource perspectives. *Journal of Small Business and Enterprise Development*, 24(4), 753-774. doi: [10.1108/JSBED-10-2016-0163](https://doi.org/10.1108/JSBED-10-2016-0163) (Listed in the Journal's top downloaded articles)
5 year IF=5.2, IF 2022=4.6; JCIR2022= Business 151/306, JCI=Q2; SJR=Q1. Citations: 195.
 11. **Bozer, G.†**, & Jones, R. J. (2018). Understanding the factors that determine workplace coaching effectiveness: A systematic literature review. *European Journal of Work and Organizational Psychology*, 27(3), 342-361. doi: [10.1080/1359432X.2018.1446946](https://doi.org/10.1080/1359432X.2018.1446946) (Listed in the journal's all-time most read articles), 5 year IF=5.8, IF 2022=4.3; JCIR2022= Psychology, Applied 32/115, JCI=Q2; SJR=Q1. Citations: 352. (Listed in the Journal's all-time most-read articles).
 12. *Jones, R. J., & **Bozer, G.** (2018). Advances in the psychology of workplace coaching. *Applied Psychology: An International Review*, 67(4), 768-772. doi: [10.1111/apps.12164](https://doi.org/10.1111/apps.12164)
5 year IF=6.9, IF 2022=7.7; JCIR2022= Psychology, Applied 11/115, JCI=Q1; SJR=Q1.
Citations: 11.
 13. *Santora, J.C., **Bozer, G.**, & Kooskora, M. (2019). Views of Estonian nonprofit executives on succession: Lessons from the field. *Development and Learning in Organizations: An International Journal*, 33(3), 5-8. doi: [10.1108/DLO-08-2018-0098](https://doi.org/10.1108/DLO-08-2018-0098)
SJR=Q4. Citations: 10.
 14. *Posthumus, J., **Bozer G.**, & Santora, J. C. (2019). The use of market analytics in the recruitment of high potentials in the pharmaceutical industry. *European Journal of*

International Management, 13(4), 496-514. doi: [10.1504/EJIM.2018.10014150](https://doi.org/10.1504/EJIM.2018.10014150)
5 year IF=2.2, IF 2022=1.8; JCIR2022= Management 271/401, JCI=Q3; SJR=Q2.
Citations: 3.

15. ***Bozer, G.†**, & Delegach, M. (2019). Bringing context to workplace coaching: A theoretical framework based on uncertainty avoidance and regulatory focus. *Human Resource Development Review*, 18(3), 376-402. doi: [10.1177/1534484319853098](https://doi.org/10.1177/1534484319853098)
5 year IF=6.8, IF 2022=6.4; JCIR2022= Management 155/401, JCI=Q2; SJR=Q1.
Citations: 55.
16. ***Joo, B.-K., Bozer, G.†**, & Ready K. J. (2019). A dimensional analysis of psychological empowerment on engagement. *Journal of Organizational Effectiveness: People & Performance*, 6(3), 186-203. doi: [JOEPP-09-2018-0069](https://doi.org/10.1177/1534484319853098)
5 year IF=4.2, IF 2022=3.3; JCIR2022= Management 161/401, JCI=Q2; SJR=Q2.
Citations: 56.
17. ***Bozer, G.†**, & Jones, R. J. (2021). Introduction to the special issue on advances in the psychology of workplace coaching. *Applied Psychology: An International Review*, 70(2), 411-419. doi: [10.1111/apps.12305](https://doi.org/10.1111/apps.12305)
5 year IF=6.9, IF 2022=7.7; JCIR2022= Psychology, Applied 11/115, JCI=Q1; SJR=Q1.
Citations: 17.
18. ***Bozer, G.†**, Delegach, M., & Kotte, S. (2022). The influence of organizational coaching context on pre-coaching motivation and the role of regulatory focus: An experimental study. *Human Resource Development Quarterly*, 33(4), 383-403. doi: [10.1002/hrdq.21462](https://doi.org/10.1002/hrdq.21462)
5 year IF=4.7, IF 2022=3.3; JCIR2022= Psychology, Applied 34/115; JCI=Q2; SJR=Q1.
Citations: 12.

Articles or Chapters in Scientific Books

Published

1. Tzur, Y., **Bozer G.†**, & Santora, J. C. (2015). Leadership under fire: To be or not to be. *International Journal of Case Method Research & Application*, 27(4), 259-264.
2. Santora, J. C., & **Bozer, G.** (2017). Leadership and planning. In J. Marques & S. Dhiman (Eds.), *Leadership today: Practices for personal and professional performance* (1st ed., pp. 401-413). Cham, Switzerland: Springer International Publishing. doi: [10.1007/978-3-319-31036-7](https://doi.org/10.1007/978-3-319-31036-7)
3. ***Bozer, G.†**, & Zylicz, O. (2021). Should I stay or should I go?. In *SAGE Business Cases*. SAGE Publications. doi: [10.4135/9781529744057](https://doi.org/10.4135/9781529744057)
4. ***Zylicz, O., & Bozer G.†** (2021). The effectiveness of workplace coaching. In M. Sidor-Rządowska (Ed.), *Coaching: Theory, practice, case studies* (2nd ed., pp. 136-154). Wolter Kluwer.
5. ***Kotte, S. C., & Bozer, G.** (2022). Workplace coaching research: Charted and uncharted territories. In S. Greif, H. Moller, W. School, J. Passmore, & F. Muller (Eds.), *International Handbook of Evidence-Based Coaching – Theory, Research and Practice* (pp. 971-982). Cham: Springer.

Articles in Conference Proceedings

1. **Bozer, G.**, Joo, B.-K., Sarros, J. C., & Santora, J. C. (2014). *Executive coaching: The effect of coach-coachee match on coaching*. Midwest Academy of Management 57th Annual Meeting. Minneapolis, MN.
2. **Bozer, G.**, & Kuna, S. (2014). *Nonprofit executive succession planning: Israeli perspective*. Paper presented at the 11th International Conference of the International Society for Third Sector Research. Muenster, Germany.
3. Jones, R. J., & **Bozer, G.** (2016). *Why workplace coaching research needs greater scientific rigour: A systematic review and recommendations for future research*. Paper presented at the British Academy of Management 30th Annual Conference. Newcastle, UK.
4. Posthumus, J., **Bozer, G.**, & Santora, J. C. (2017). *Establishing a definition of high potentials as a prerequisite to applying quantitative recruitment and management tools*. 6th Workshop on Talent Management. Barcelona, Spain.
5. ***Bozer, G.**, & Delegach, M. (2019). *A theoretical framework of culturally and-context-sensitive workplace coaching*. Paper presented at the 79th Academy of Management Annual Meeting. Boston, MA. doi: [10.5465/AMBPP.2019.12020symposium](https://doi.org/10.5465/AMBPP.2019.12020symposium)
6. ***Bozer, G.**, & Delegach, M., Kotte, S. C. (2021). *Coaching context, coachee regulatory focus and pre-coaching motivation: An experimental study*. Paper presented at the 81th Academy of Management Annual Meeting. doi: [10.5465/AMBPP.2021.11537abstract](https://doi.org/10.5465/AMBPP.2021.11537abstract)

Articles and Unrefereed Professional Publications

1. **Bozer, G.**, & Pirola-Merlo, A. (2007). How effective is your coach. *Monash Business Review*, 2(2), 44-45. doi: [10.2104/mbr07030](https://doi.org/10.2104/mbr07030)
2. **Bozer, G.**, Levin, L., & Hartel, C. (2008). Executive coaching in a family business environment. *The Business Review, Cambridge*, 9(2), 200-211.
3. **Bozer, G.**, & Sarros, J. C. (2012). Executive coaching effectiveness. *Coach Link*, April/May, 12-13.
4. **Bozer, G.**, & Kuna, S. (2013). Israeli perspective on nonprofit executive succession planning. *International Leadership Journal*, 5(3), 10-27.
5. **Bozer, G.**, & Joo, B.-K. (2015). The effects of coachee characteristics and coaching relationships on feedback receptivity and self-awareness in executive coaching. *International Leadership Journal*, 7(3), 36-58.
6. Santora, J.C. & **Bozer, G.** (2015). How nonprofit organizations can ensure stability and sustainability through succession planning: Make HR a strategic partner in the process. *Strategic HR Review*, 14(6), 245-246. doi: [10.1108/SHR-09-2015-0069](https://doi.org/10.1108/SHR-09-2015-0069)
7. Santora, J. C., & **Bozer, G.** (2016). Executive succession: How do you want to be remembered? *Chief Executive*, June 24.
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