

CURRICULUM VITAE

1. Personal Details

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2. Higher Education

A. Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
1994-1999	Hebrew University, School of Business Administration	Ph.D., Business Administration	1999
1982-1985	Tel Aviv University, School of Management	M.Sc., Organizational Behavior	1985
1974-1978	Hebrew University, School of Social Work	B.S.W., Social Work	1978

3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
2018	Ono Academic College	Appointed Associate Professor
2010-present	Ono Academic College	Head of MBA Organizational Consulting program with practicum, Faculty of Business Administration
2004-2024	Ono Academic College	Head of MBA Organizational Management Studies, senior lecturer
2004	University of St. Gallen, Switzerland, Institute of Management	Research fellow
1999	Hebrew University of Jerusalem	Obtained PhD
1991-1999	Jerusalem Institute for Israel Studies	Researcher
1989-2004	Hebrew University, School of Business Administration	Adjunct lecturer in the MBA and Executive MBA programs

4. Offices in Academic Administration

All offices in academic administration are at Ono Academic College, Kiryat Ono

Dates	Office
2022-present	Ono Academic College, Supreme Appeal Committee
2018-present	Head of management development and personal leadership under the MBA executive program
2015-present	Member of Teaching Committee, Faculty of Business Administration
2010-present	Head of MBA Organizational Consulting program with practicum, Faculty of Business Administration
2007-2017	Member of the Ethics Committee, Faculty of Business Administration
2006-2009	Initiation and development of pioneering management consulting program
2004-2024	Head of MBA Organizational Management Studies, senior lecturer
1999-2000	Dean of Students
1997-2003	Head of MBA specialization in Organizational Behavior and Human Resources

5. Scholarly Positions and Activities outside the Institution

<u>Membership in Professional/Scientific Societies</u>		
Dates	Name of Organization/Body	Position/Activity
2020-2022	PAI-IPPA	Member of the Civil Society team, working in cooperation with civil society organizations and Civic Leadership (the umbrella organization of the third sector)
2020-2022	PAI-IPPA	Temporary Co-chair
2020-2021	PAI-IPPA	Member of the Executive Committee for organizational consultants
2016-2020	PAI-IPPA	Member of management team in charge of academic relations
2007-2008	The Constituent Public Council for Promoting Management Consulting in Israel	Member of the Public Council, involved in drafting the Israeli consultants' law with a view to its enactment
2005-2006	National Insurance Institute	Member of consulting committee (Brodet Committee) on the Institute's future strategy for the next fifty years
1999-present	Academy of Management	Member, Consulting Division Organizational Development and Change
1999-2000	Israel Association of Industrial Relations	Board member

Scholarly and Professional Positions and Activities outside the Institution

Membership in Committees and Participation in Directorate and Senior-Management Meetings

From 1989 to date, professional activities outside the institution, including organization of and participation in conferences, in Israel and abroad: preparation of reports and diagnoses for managements and participation in senior management discussions and boards. Establishment of and follow-up on curricula and annual courses on organizational change and leadership and management in various organizations: governmental, financial, academic, and educational. Compilation of case studies, organization of conferences, seminars and lecturing in organizations on change and leadership.

6. Teaching

a. Courses Taught in Recent Years

Year	Name of Course	Type of Course (high learn courses)	Degree
2023-present	Skills, tools and insights for organizational consulting	Course	MBA
2018-present	Organizational Diagnosis: The visible and hidden in organizations	Course	MBA
2018-present	Development of Management & Personal Leadership	Annual course held in work groups, with individual consulting	MBA executive program
2018-present	Development of personal leadership	Course	MBA
2018-present	Intervention and organizational development	Seminar	MBA
2018-present	Preparation for practicum	Seminar	MBA

Referee and advisor for graduate studies

Refereeing and advice for graduate degrees and academic promotions, from 2019 to date: refereeing and mentoring of doctoral theses in Ariel University, Ben Gurion University, and of thesis in Ruppin Academic Center. Promotions: Kinneret College, Ono Academic College, and the Academic College of Tel Aviv – Yaffo.

7. Professional Experience

Evaluation of Reports and Long-Term Projects

From 1991 to date, evaluations of reports related to organizational change, progress in implementing change, and completed changes; mainly around long-term projects in Israel and abroad, which involved participation in senior management and board meetings.

PUBLICATIONS

A. Ph.D. Dissertation

Eilam, G. (1998). *The contribution of personal resources and job-insecurity appraisals to the coping strategies used by individuals in periods of organizational downsizing*. Hebrew University of Jerusalem, Jerusalem. Supervisor: Professor Abraham Friedman. [210 p.]. [Hebrew]

B. Scientific Books (Refereed)

Authored Books – Published

1. **Eilam Shamir, G. & Katz, I.** (Eds.) (2022). *Leadership now: Research on leaders and followers surrounding the work of Boas Shamir*. Tel Aviv: Resling. [330 p.] [Hebrew]
2. **Eilam Shamir, G.** (2011). *Authentic leadership: Life stories and meaning*. Kiryat Ono: Ono Academic College. [256 pages]. [Hebrew]
3. Yaakobi, E. & **Eilam Shamir, G.** (2009). *Management in times of uncertainty*. Kiryat Ono: Ono Academic College. [272 p.]. [Hebrew]

Edited Books – Published

1. Katz, I., **Eilam Shamir, G.**, Kark, R. & Berson, Y. (Eds.) (2018). *Leadership now: Reflections on the legacy of Boas Shamir*. UK: Emerald Publishing. [334 p.]

C. Articles in Refereed Journals

5 Year Impact Factors:
Leadership Quarterly – 12.4
Personnel Review – 5.1
Journal of Applied Behavioral Science – 3.9

Published

1. Schertzer, J. & **Eilam Shamir, G.** (2022). Manager development programs: Critical review and keys for success. *The Study of Organizations and Human Resource Management Quarterly*, 7 (1), 53-62. [Hebrew]
2. Shamir, B. & **Eilam Shamir, G.** (2018). "What's your story?" A life-stories approach to authentic leadership development. (Reprinted from *The Leadership Quarterly*, 16(3), pp. 395-417, 2005).
3. Shamir, B. & **Eilam Shamir, G.** (2017). Reflections on leadership, authority, and lessons learned. *The Leadership Quarterly*, 28, 578- 583.
4. **Eilam Shamir, G.**, Kark, R. & Popper, M. (2017). Boas Shamir: The person, his impact and legacy. *The Leadership Quarterly*, 28, 563-577.
5. **Eilam Shamir, G.** & Yaakobi, E. (2014). Effects of early employment experiences on anticipated psychological contract. *Personnel Review*, 43, 553-572.
6. **Eilam, G.** & Shamir, B. (2005). Organizational change and self-concept threats: A theoretical perspective and a case study. *Journal of Applied Behavioral Science*, 41, 399-421.
7. Shamir, B., & **Eilam, G.** (2005). "What's Your Story?" A life-stories approach to authentic leadership development. In M. F. R. Kets de Vries & K. Korotov (Eds.), *Leadership Development*. Edward Elgar Publishing, 2011. (Reprinted from *The Leadership Quarterly*, 16(3), pp. 395-417, 2005).

D. Articles or Chapters in Scientific Books

Published

1. **Eilam Shamir, G.**, Kark, R. & Popper, M. (2022). Boas Shamir: The person, his impact and legacy. In **G. Eilam Shamir & I. Katz** (Eds.), *Leadership Now* (pp. 295-308). Tel Aviv: Resling. (Updated, translated and reprinted from *The Leadership Quarterly*, 28(4), pp. 563-577, 2017). [Hebrew. Title in Hebrew: The Appeal of Charisma according to Boas Shamir]
2. **Eilam Shamir, G.** & Shamir, B. (2022). Life stories, personal achievement and authenticity: Can leaders be authentic without pursuing the 'higher good'? In **G. Eilam Shamir & I. Katz** (Eds.), *Leadership Now* (pp. 49-84). Tel Aviv: Resling. (Updated, translated and reprinted from *Authentic leadership: Concepts, coalescences and clashes*, pp. 93–119, by D. Ladkin & C. Spiller (Eds.), 2013, Edward Elgar Publishing). [Hebrew]
3. Shamir, B., **Eilam-Shamir, G.** (2022). Reflections on leadership, authority, and lessons learned. In **G. Eilam Shamir & I. Katz** (Eds.), *Leadership Now* (pp. 13-30). Tel Aviv: Resling. (Updated, translated and reprinted from *The Leadership Quarterly*, 28(4), pp.

578-583, 2017). [Hebrew]

4. Shamir, B., & **Eilam Shamir, G.** (2018). "What's Your Story?" A life-stories approach to authentic leadership development. In I. Katz, **G. Eilam-Shamir**, R. Kark & Y. Berson (Eds.), *Leadership Now* (pp. 51-76). UK: Emerald Publishing. (Reprinted from *The Leadership Quarterly*, 16(3), pp. 395-417, 2005).
5. Katz, I., **Eilam Shamir, G.**, Kark, R. & Berson, Y. (2018). *Leadership Now: Reflections on the legacy of Boas Shamir*. In Katz, I., **G. Eilam Shamir**, R. Kark & Y. Berson (Eds.), *Leadership Now* (pp. 315-322). UK: Emerald Publishing.
6. **Eilam Shamir, G.** & Shamir, B. (2013). Life stories, personal achievement and authenticity: Can leaders be authentic without pursuing the 'higher good'? In D. Ladkin & C. Spiller (Eds.), *Authentic Leadership: Concepts, Coalescences and Clashes* (pp. 93–119). UK: Edward Elgar Publishing.
7. **Eilam Shamir, G.** & Yaakobi, E. (2010). Traces of the past and expectations about the future: Current job security and expectations from a future employer. In S. J. Menon. (Ed.), *Competing Values in an uncertain environment: Managing the paradox* (pp. 194–201). Sherverpot, LA: ISSWOV- International Society for the Study of Work and Organizational Values
8. **Eilam Shamir, G.** (2009). Job insecurity in a period of organizational downsizing and its managerial implications. In E. Yaakobi & **G. Eilam Shamir** (Eds.), *Management in Times of Uncertainty* (pp. 65-178). Kiryat Ono: Ono Academic College. [Hebrew].
9. Bruch, H., Shamir, B. & **Eilam Shamir, G.** (2007). Managing meanings in times of crisis and recovery: A stress-theoretical perspective on promotion- and prevention-oriented leadership. In R. Hooijberg, J. G. Hunt, J. Antonakis & K. Boal (Eds.), *Being there even when you are not: Leading through structures, systems and processes* (pp. 127-153). UK: Elsevier.
10. Menipaz, E., Weber, Y. & **Eilam, G.** (1999). Madge and Laanet: An International Merger Gone Sour. In T. Edlund et al. (Eds.), *Case Critique Colloquium* (pp. 20-27). Boston: NACRA.

E. Summary of my Activities and Future Plans

Headed research on the relocation into Ono Academic College's new building.

Development of personal leadership among supporters and opponents of the policies of Israel's 37th government.

Research: Development of personal leadership in times of crisis and extreme threat.

2025 to date: Led hands-on workshops using a training kit developed for MBA students to help them with their leadership development and their “True North”.

2025 to date: Prepared “case studies” collected from interviews with managers around events in which, as they see it, they “discovered” or “lost” their leadership. Meant for use by students in the graduate consulting and management programs.

2024 to date: Put together and moderated workshops on leading through values in periods of extreme threat based on surveys and semi-structured interviews with managers. These workshops were held at Ono Academic College for graduate students and students from other institutions.