



*Curriculum Vitae*  
04/2023

---

## Global Speaker

---

## Future Shaper

---

## Scholar & Researcher

## Sumário

Heading	Page
Get to know me in a flash	3
Personal Information / Education	4
Membership and Positions in Professional Associations / Referee and Reviewer	5
Member of the Editorial Board of the Following Journals	6
Recent Academic Positions (last 5 Years)	7
Past Full and Permanent Part Time Positions	8
Visiting Professorship Position	9
Themes of Classes/Courses Taught	12
Workshopw and Training in Multiple Languages	14
Speaking lecture Conferences Offered via Thinking Heads	16
Administrative Position in Academic and Intelectual Institutions	17
Doctoral & Master Thesis Supervision	18
Post Doctoral Supervision	19
Awards and Nominations	21
Research Grants	23
Mosaic of Recent Books	25
Some Quotes and Comments by Experts about Super Authentical Books	38
Scholarly Publications	41
ESADE Working Papers series	61
Studies & Professional Reports	63
Professional & Business Publications	65
Infojobs Deciembre 2013	72
Communications in Scientific Conferences	82
Professional Conferences	102
Recent Speeches and Webnars	124
Applied Research and Consulting	126
Consulting Projects Completed	133

## Get to know me in a flash

*(Prepared for people that have no time nor patient to browse through this entire lengthy document)*

I was born in Israel and did all my graduate studies in the United States. I obtained my Ph.D in Human Resource Management & Work Psychology at the University of Minnesota (Carlson Graduate School of Management/IR Center). While I had a long academic career spreading through multiple continents, my most recent position is as a full professor and senior researcher at **Adentere School of Management** in Madrid ([www.adantere.org](http://www.adantere.org)). Prior, I was full Professor (catedrático) of People Management at **ESADE BUSINESS SCHOOL** (Ramon Llull University - Barcelona). In ESADE I held the “**Future of Work Chair**”. I previously taught at Montreal and McGill Universities in Canada, at Colorado and Boston in the U.S. , HEC and ESSEC in France, Tel Aviv and Haifa Universities in Israel, and several additional Spanish universities like Pompeu Fabra (Barcelona) and Pablo de Olavide (Sevilla) as well as Cadiz. In 2018, I have retired from ESADE and founded the **GLOBAL FUTURE OF WORK FOUNDATION - GFWF**([www.globalfutureofwork.com](http://www.globalfutureofwork.com)). The foundation organizes summits, observatories, undertake research, offer specific training, publishes regularly in the “**European Business Review**”, publishes books about themes connected to the future of work and develops innovative APPs and tools for the new world of work. I commute regularly between Barcelona and Madrid in Spain, and Montreal and Toronto in Canada (where my children and my grandchildren reside).

For life circumstances, I speak 7 languages and wrote (or co-authored) more than 83 books (2 are currently in production). Several of my bestselling books have been translated into many languages including Arabic, Chinese, French, German, Iranian, Hebrew, Polish, Portuguese, Spanish and Russian). I published over 170 papers in scientific journals including chapters in Books and conference proceedings. If you click my name on any search engine, google for example, you will see that I appear on more than (6 million hits) hence I am very active on the net and have been interviewed in popular Journals in Brazil, Canada, Ireland, Israel, Singapore, U.K. ,Spain and other countries. I have delivered over 600 speeches at various academic and global professional conferences and offered over 800 professional workshops throughout the globe. My video messages in “You Tube” and Vimeo are informative and hopefully thought provoking. I was awarded by the Ministry of science and Education (government of Spain) recognition of 24 years of continuous significant research (called - 4 sexenios) and was nominated to receive the “**National Catalan Research Award**” in 2015, and the “**BBVA Frontiers in Knowledge Award**” in 2020. I also received several awards ranging from best editor of a journal (Emerald), Best reviewer ( OSAKA University-Japan) or best published research papers ( various journal at different time periods). I serve on the scientific editorial board of numerous Impact Factor Journals and have served as Emerald Editor-in-chief of “**Cross Cultural and Strategic Management**” for 7 years.

While living and teaching in Montreal (1977-2001), I founded in 1978 a management consulting firm called “**Gestion MDS Management Inc.**”, which served Canadian and some global companies and governments for many years. About 20 years ago, we also started an executive training in French speaking Africa; since then, the company is a certified Government of Quebec official training supplier. Many of MDS activities have been and are sponsored by the **World Bank** and other international institutions. (see: [www.groupermds.com](http://www.groupermds.com)). The company along with its star alliance partners also operates in the Middle East, Europe, Latin America, and Asia. My activity is focused these days on innovation, stress- well-being and resilience, values and culture reengineering, leadership, and coaching; all within the framework of the future of work.

In recent years, I became an entrepreneur and developed a specific niche connecting research with real world necessities. I have been involved in co-developing several startup ventures/companies such as ZINQUO where we certify coaches and leaders in Coaching, leading and managing by values, ([www.zinquo.com](http://www.zinquo.com)) or MyDova ([www.mydova.com](http://www.mydova.com)), or The Israel Values Center ([www.values-center.co.il](http://www.values-center.co.il)) . As such, I am the honorary president of these entities. My passion and energy these days is dedicated to the unique graduate programs offered by **Adantere School of Management** and to the **GFWF** in view of developing innovative concepts, methodologies and tools for professionals that manage people and struggle to succeed in a VUCA world.

## Personal Information / Education

### LANGUAGES

**Proficient:** English, French, Spanish, Hebrew

**Functional:** Polish and German

**Personal web:** [www.simondolan.com](http://www.simondolan.com)

**And:** [www.learningaboutvalues.com](http://www.learningaboutvalues.com)

### CURRENT ADDRESS

**Office in Montreal (Canada):** 650, Jean D'Estrees, Suite 1107, Montreal, PQ, H3C OG3, Canada

**Office in Madrid:** C/O Advantere School of Management

**Office in Barcelona:** C/O Valkiria, Poblenou.

### E-MAILS

[simon.dolan@learning-about-values.com](mailto:simon.dolan@learning-about-values.com); [simon@globalfutureofwork.com](mailto:simon@globalfutureofwork.com); [info@simondolan.com](mailto:info@simondolan.com);  
[simon.dolan@zinco.com](mailto:simon.dolan@zinco.com); [simon@mydova.com](mailto:simon@mydova.com); [s.dolan@adva](mailto:s.dolan@adva)

### EDUCATION

<b>Ph.D</b>	Carlson Graduate School of Management, Industrial Relations Centre The University of Minnesota (1973-1977) Major: <b>Organizational Psychology/Behaviour</b> Minor: <b>Staffing, Training &amp; Development</b>
<b>M.A.</b> (1976)	University of Minnesota (1975-1976) Major: <b>IR/Human Resource Management</b> Minor: <b>Organizational Psychology</b>
<b>M.A. (ABD)</b> (1971-1973)	Tel Aviv University, Department of Labor Studies Major: <b>HRM</b>
<b>M.Sc. (ABD)</b>	Tel Aviv University, Recanati Graduate School of Business Administration Major: <b>Organizational Behavior</b>
<b>B.A.</b>	Tel Aviv University (1968-1971) Major: <b>Labor studies</b>

## Membership and Positions in Professional Associations

- Academy of Management (member since 1975)
- Iberamerica Academy of Management (member since 1998)
- Canadian Psychological Association (Member 1986-1996)
- Administrative Sciences Association of Canada (1992-2001)
- The International Society for the Study of Work and Organizational Values (ISSWOV); (Founding member; Secretary - Treasurer 1988-1990; Vice-President 1990-1991; President Elect and program chair 1992- 1994); **President** (1996-1998)
- Society for Test Anxiety Research (STAR) (member 1983 - 2003)
- International Council of Psychologists (member 1984 -1990)
- Human Resources Association of the Province of Quebec (member 1985 - 1992)
- Industrial Relations Research Association (member 1975 - 1983)
- EURAM –The European Academy of Management (member 2002-2018)
- Past member of the executive board of IACMR (International Association of Chinese Management Research). – European representative (since 2010-2014)
- Past member of the Board of Spirituality and Religion Division of the Academy of Management (2010 2017)

## Referee and Reviewer

- Personnel Psychology
- Academy of Management (Journal, Executive, Proceedings)
- Canadian Journal of Behavioral Sciences
- Work and Occupations: An International Sociological Journal
- Canadian Journal of Administrative Sciences
- Journal of Organizational Behavior
- Work and Stress: An International Journal
- Human Resource Planning (also on Editorial Review Board 1987-1990)
- Journal of Personality and Social Behavior
- International Journal of Manpower
- Applied Psychology: An International Journal

## Member of the Editorial Board of the Following Journals

- EMR -European Management Review (**Member of the Editorial Board** 2018-2021)
- International Journal of Cross-Cultural Management (SAGE publication, **(Member of the Editorial Board-** Until 2022)
- Career Development International (**Member of the Editorial Board** - Until 2022)
- Management Research (Iberoamerican Academy of Management, **(Member of the Editorial Board** – until 2020)
- Revue multidisciplinaire sur l'emploi, le syndicalisme et le travail (**Member of the Editorial Board**) [www.remest.ca](http://www.remest.ca)
- International Journal of Quality and Service Sciences (**Member of the Editorial Board- until 2020**)
- Euromed Journal of Business (**Member of the Editorial Board**)
- Revista Brasileira de Gestao de negocios (**Member of the editorial Board**)
- Human Resource Management (Michigan)
- Revue Gestion (HEC) - (**Member of the editorial Board until 2017**)
- Revue Managemenent & Avenir (Paris) (**Member of the editorial Board until 2016**)
- Kindai Management Review (**editorial Board**)

## Referee and Reviewer - (Committees - Research Grants)

- Health & Welfare Canada
- Social Sciences and Humanities Research Council of Canada (SSHRC)
- Quebec Council on Social Research
- Quebec Research Institute on Occupational Health & Safety (L'IRSST) Quebec
- Ministry of Education (FCAC)
- Fonds de recherche du Québec - Société et culture
- Health and Safety Research Council Government of Belgium (Office of the prime Minister) EU 6<sup>th</sup> Research program
- Policy Research Program Department of Health U.K.
- Israel Science Foundation
- I.A.S. Université de Printemps de l'Audit Social
- Ministerio de Educacion y sciencia – España
- Hong Kong Research council
- Fonds de recherche du Québec – Société et culture

## Recent Academic Positions (last 5 years)

POSITION	INSTITUTION	DATES
Member of the International Advisory Board	École de commerce et de Marketing Paris et Toulouse   ICD	Since 2023
	 icd BUSINESS SCHOOL UNE ÉCOLE DU GROUPE IBS	
Full Professor & Senior Researcher	Adantere School of Management	Since 2022
		
Visiting Professor	Université du Québec en Outaouais	2020 – 2022
		
Co-Founder & Board Member	eMerit Academy	since 2017
	 e-Merit Academy	

# Simon L. Dolan

Values & Future of work

POSITION	INSTITUTION	DATES
ESADE Chair	Future of Work	2011 - 2018
Catedrático de RRHH Full Professor	<p>ESADE Business School Dept. of People Management and Organization Barcelona, Spain</p>   	2001 – 2018

## Past Full and Permanent Part Time Positions

POSITION	INSTITUTION	DATES
Full Professor Director of the Center for Occupational Stress and Health	School of Industrial Relations	1988 – 2003
Associate Professor	<p>Faculty of Management (McGill University)</p>   	Half-time (1978 – 1980)

## Visiting Professorship Positions

POSITION	INSTITUTION	DATES
Senior Lecturer (Oxford Executive Seminars)	St Gallen Institute of Retail Man	2015 – 2018
Visiting Professor	Rotterdam School of Management	October 2014
		
Visiting Professor	Universidad Del Pacifico Lima, Peru	September 2013
Visiting Scholar Technological	Nanyang Business School (Singapore)	January 2013
		
Visiting Professor	University of Tartu	June 2011
Visiting Professor	Universite de Corsica	March (2007, 2008, 2009, 2011)
Affiliated Professor	The University of Haifa Israel	2006 – 2019
		

# Simon L. Dolan

Values & Future of work

Visiting Professor

Renmin University Bejing

June (1993, 2006, 2010)



Visiting Professor

Cranfield University (UK)  
School Of Management

January 2005



Visiting Scholar

University Of East Anglia (U.K)  
School of Management

October 2003

Visiting Professor

Instituto Superior De Tecnología  
Monterrey – Mexico

September 2003

Visiting Professor

Vienna University (IVM) (CEMS  
Program)

2003, 2004, 2005

Visiting Professor Doctoral  
Program

Universidad Pablo de Olavide  
(Sevilla)

2000-2003, 2007 y 2008



Visiting Professor

Lirhe (CNRS) - Université  
Toulouse 1

October 2002

Visiting Professor

University Of Colorado (Boulder)  
College of Business Administration

July – August 2001

# Simon L. Dolan

Values & Future of work

Visiting Professor	Groupe Essec (Paris)	March-April 2001
Visiting Professor	Pompeu Fabra University (Barcelona)	2000 – 2001
		
Visiting Professor (part time)	Saint Mary's University (Halifax)	March-April 2001
Visiting Professor	Pompeu Fabra University (Barcelona)	2000 – 2001
Visiting Professor (part time)	Universidad Pablo De Olavide (Sevilla)	1998, 2006, 2007, 2008
Visiting Professor	Universidad De Cadiz	1996, 1997, 1998 (Summers)
		
Graduate lecturer & lecturer	Mcgill University (Montreal)	1986-1994
Visiting Professor	Concordia University (Montreal)	1992, 1993
Visiting associate professor	School of Management Boston University (Boston)	1985-1986
Visiting associate professor	Northeastern University (Boston)	1985-1986
		

Visiting associate professor (part time)

School of Management McGill University

1982-1985

Visiting associate professor

Faculty of Social Sciences

1981– 1982



## Themes of Classes/courses taught

INSTITUTION	THEMES -SUBJECTS- CLASSES TAUGHT
Advantere School of Management	Culture and Change Management
MyEducator Virtual Training	Introduction to Human Resource Management Organizational Behavior in a Global Context
Oxford University & St Gallen (2016 - 2019)	Digital Leadership Leading and Managing by Values Leading by Values Managing People in Tomorrowland
ESADE (2001 – 2018)	Human Resource Management Managing People in Organizations (MBA) International HRM The Management of People in a Diverse Global Environment (CEMS) e-HRM & e-Change Managing the Intellectual Capital (in Spanish) Managing Change (in Spanish) Managing by Values (in Spanish) Research themes in HRM (Doctoral Seminar) Managing People Globally (International Master Management) ALCP – Action Learning & Consultancy Program (MBA) (creator of this new concept in ESADE) Leadership, Managing and Coaching people in Tomorrowland

INSTITUTION	THEMES -SUBJECTS- CLASSES TAUGHT
Erasmus University (2014) (Rotterdam School Of Management)	Leadership, Coaching and Managing People in Tomorrowland
University of Montreal	<ul style="list-style-type: none"> <li>• Organizational Psychology (in French)</li> <li>• Industrial Relations Systems &amp; Methodology</li> <li>• Employee Selection – Staffing (in French)</li> <li>• Research Methods in Industrial Relations (in French)</li> <li>• Organizational Behavior &amp; Administration (in French)</li> <li>• Cases in Personnel and Industrial Relations (in French)</li> <li>• Human Behavior in Organizations (in French)</li> <li>• Human Resource Management (in French)</li> <li>• Managing Change in Organizations (in French)</li> <li>• Training and Development (in French)</li> </ul>
Pompeu Fabra University (2000-2001) (AND IDEC MBA PART TIME)	<ul style="list-style-type: none"> <li>• Human Resource Management I (<i>in Spanish</i>)</li> <li>• Human Resource Management II (<i>in Spanish</i>)</li> </ul>
Saint Mary's University (2000, 2001) (EMBA)	Human Resource Management (MBA)
University of Colorado (Summer 2001)	Developing Leadership Skills
University of Barcelona (1998, 1999) (Summer School)	<ul style="list-style-type: none"> <li>• Managing Human Resources in the 21st Century</li> <li>• Managing by Values</li> </ul>
McGill University (1980-1984; 1986 -1994)	<ul style="list-style-type: none"> <li>• Organizational Behavior</li> <li>• Personnel &amp; Industrial Relations</li> <li>• Effective Personnel Training</li> <li>• Organization Theory and Design</li> <li>• Human Resource Management</li> </ul>

INSTITUTION	THEMES -SUBJECTS- CLASSES TAUGHT
Concordia University (MBA AND EMBA - 1992-1993)	<ul style="list-style-type: none"> <li>• Business Research Methods</li> <li>• Human Resource Management</li> </ul>
Vienna University (2003, 2004)	<ul style="list-style-type: none"> <li>• Cross Cultural Management</li> </ul>
Boston University (School of Management - 1985)	<ul style="list-style-type: none"> <li>• Organizational Behavior</li> <li>• Human Behavior in Organizations</li> </ul>
Northeastern University (Faculty of Business, And Executive MBA - 1985)	<ul style="list-style-type: none"> <li>• Complex Organizations</li> <li>• Organizational Behavior</li> <li>• Contemporary Labor Issues</li> </ul>
Tel Aviv University (1981)	<ul style="list-style-type: none"> <li>• Employee Staffing (<i>in Hebrew</i>)</li> <li>• Emerging Problems in Labor- Management Relations</li> <li>• Stress at Work <i>in Hebrew</i>)</li> </ul>

## Workshops and Training in Multiple Languages

- **Managerial Selection for local and for international assignments** (seminars conducted in English, French, Spanish, or Hebrew).
- **Leading & Coaching by Values** (this is the newest and most innovative seminar that combines elements from Managing by values, leading by values, and coaching by values with Competency Based management).
- **Coaching by Values** – (workshop for training coaches in the concept, methodology and tools of Coaching by values school of thought).
- **Stress, Health & and Performance:** (*finding the golden route between a kiss of death and a spice of life*) (seminars conducted in English, French, Spanish, or Hebrew). Including a forthcoming new tool (The Stress Map)
- **Reengineering the organizational culture** seminars conducted in English, French, Spanish, or Hebrew). Including a brand-new online software for diagnosis ([www.leadershipbyvalues.com](http://www.leadershipbyvalues.com))

- **Critical skills for managing Change and transformation in organizations** (seminars conducted in English, French, Spanish or Hebrew).
- **Skills and essentials in cross cultural Management** (seminars conducted in English, French, Spanish or Hebrew).
- **Challenges and new developments in managing human resources in the 21st Century firm** (Seminars conducted in English, French, Spanish or Hebrew).
- **Managing Tomorrowland** (Based on the accumulated data in the Global Future of Work Foundation). (Seminars conducted in English, French, Spanish)
- **Introduction to the Future of Work** (collective essays delivered with Mario Raich, Dave Ulrich and Kristine Kawamura)
- **Enhancing employees Resilience** (with Javier Casademunt, Joe Jones, Laura Moncho , and others from ZINQUO)

(**WORKSHOPS/SEMINARS SITES:** Montreal, Halifax, Toronto, Tel Aviv, Rio de Janeiro, San Paulo, Valencia, Casablanca, Paris, Barcelona, Madrid, Seville, Murcia, London, Berlin, Beijing, Amsterdam, Vienna, Monterrey, Havana, Buenos Aires, Lima, Lisbon, Oporto, Vilnius, Tallinn, Tartu, San Sebastian, Valencia, Recife, Richmond Virginia, Helsinki, Guatemala City, Oxford, St. Gallen, Dublin, Bello Horizonte, and many others).

*Note: This is a growing list and new sites will be added every year.*

# Simon L. Dolan

Values & Future of work

## Speaking -lectures-Conferences Offered via Thinking Heads

[www.thinkingheads.com](http://www.thinkingheads.com)



The screenshot shows the Thinking Heads website. At the top, there is a navigation bar with links for "Home", "Speaking", "Topics", "About us", and "Global Trends". Below the navigation, there is a large image of Simon Dolan speaking. To his right, there is a bio section with the title "Simon Dolan" and a subtitle "Simon is Leading & Coaching by values, founder of the Global Future of Work Foundation". Below this, there are sections for "Languages" (English, French, Spanish) and "Social media" (Facebook, LinkedIn, Twitter, YouTube). A "REQUEST A SPEAKER" button is located at the bottom right.

### Topics

Change Management

Entrepreneurs Leadership

Motivation and Improvement

Talent and Personal Development

Simon L. Dolan is a global authority on coaching, who has dedicated much of his extensive and varied professional career to spreading a value-driven leadership style. For this reason, Simon is the maximum authority in the 'Leading & Coaching by values' community, which certifies coaches and leaders, improving their effectiveness in their profession.

As a speaker, Simon Dolan is highly sought after around the world for his expertise in the areas of the values associated with work and the future of work. Simon is also the Founder of the Global Future of Work Foundation, whose mission is to help companies, academic institutions and governments prepare the workforce of the future. He is also the Co-Founder of the International Society for the Study of Work and Organizational Values, and for many years has held the Future of Work Chair at ESADE Business School. As a speaker, Simon Dolan has given more than 600 lectures in academic and professional settings, and delivered more than 250 workshops.

Simon L. Dolan is a prolific author, with more than 25 books to date, including the bestsellers "Managing by values", "Coaching by values" and "Stress, Self-Esteem, Health and Work". His many publications also reflect his command of multiple languages, including English, French, Spanish, Hebrew, Polish and German.

### Specific topics

Founder Future Trends

Talent Adversity

Business leader

Change management

Future of work

Human resources

Organizational development

Talent development

Simon also has an extensive background in academia and teaching. He holds a PhD in Human Resource Management and Workplace Psychology from the University of Minnesota. He has taught at business schools and universities around the world, including ESSEC, HEC, ESADe, Ramon Llull University and Pompeu Fabra University, and has been a visiting professor in the Middle East, Asia and Latin America. He has also published more than 150 articles in leading journals such as the European Business Review, and participates in the scientific committees of numerous journals.

#### Conference topics

- How to transform and improve people and companies through Leadership and Coaching by Values
- Stress, Health and Performance: "A Stress-Free, High-Performance Society"
- Reengineering the organizational culture for the World of the Future
- Essential skills to manage change in organizations in the VUCA world
- Skills and Essential tools in Cross-cultural Management and Lifelong learning
- Human Resources the 21st century organization - The challenges of the post-Covid era: the emerging future and the distant future
- Managing countries, societies, organizations and companies of tomorrow
- The Future of Work: Skills, talents and resources needed for tomorrow: Human-machine collaboration

## Administrative Positions in Academic and Intellectual Institutions

DATES	POSITION
2016 – Present	Co-Founder & President: The Global Future of Work Foundation
2023 – Present	Member of the International Advisory Board ICD Business School – Paris
2011 – Present	ESADE – Future of Work Chair
2007 – 2015	Editor-in-Chief: Cross Cultural Management – An International journal. ANISI Journal
2002 – 2006	<b>Doctoral coordinator</b> for the Dept. of HR (ESADE) and member of ESADE doctoral committee
2002 – 2003	Academic Director (Managing the Intellectual Capital Program) (ESADE Business School)
1996 – 1998	Co-Founder and President, ISSWOW (International Society for the Study of Work and Organizational Values)
1996 – 1999	Director of International Programs (School of Industrial Relations, Univ. of Montreal)
1988 – 1991	<b>Member of the University Board of Governors (Senate)</b> (Univ. of Montreal)
1986 – 1990	<b>Director, Ph.D. program</b> (Univ. of Montreal)
1979 – 1980	<b>Coordinator</b> , Faculty Research Seminar
1978 – Present	<b>Director and thesis supervisor</b> , more than 30 M.Sc. and Ph.D. Students in various universities (Montreal, Cadiz, Barcelona, ESADE, Haifa, HEC, Sevilla, and others )



## Doctoral & Master Thesis Supervision

- THE EFFECTS OF WEB-BASED HRMS (EHRMS) MODULES ON BOTH HR EFFICIENCY AND HR EFFECTIVENESS: AN EMPIRICAL EXAMINATION OF SUSTAINABLE ADDED VALUE TO AN ORGANISATION'S BOTTOM-LINE RESULTS (**Christian Acosta-Flamma, 2005**)
- EXPLORING THE TRANSITION FROM REAL TO IDEAL CONVERSATIONAL SPACES WITHIN THE CONTEXT OF COACHING INFORMATION TECHNOLOGY (IT) PROJECT TEAMS (**Davar Rezania, 2006**)
- EMOTIONAL INTELLIGENCE AS A PREDICTOR OF CROSS - CULTURAL ADJUSTMENT AND SUCCESSFUL OUTCOMES IN INTERNATIONAL ASSIGNMENTS (**Rachel Gabel Shmueli, 2006**)
- THE VALIDATION OF A TRIAXIAL MODEL OF ORGANIZATIONAL TRUST AND ITS IMPACT ON TEAM PERFORMANCE (**Merce Mach, 2007**)
- Modelización secuencial de la relación entre la satisfacción laboral y la satisfacción con la vida y su impacto en el burnout (**Mohamed Horia Amar, 2007**)
- INTERNATIONAL FRAUD: A MANAGEMENT PERSPECTIVE (**Chad Orsen Albrecht: 2008**)
- INTERNATIONALIZATION OF SPANISH FIRMS IN CHINA: AN ANALYSIS FROM A STRATEGIC HUMAN RESOURCES PERSPECTIVE (**Yingying Zhang, 2008**)
- WORK FAMILY ISSUES IN CONTEMPORARY EUROPE (**Caroline Straub, 2009**)
- DETERMINANTS OF CAREER SUCCESS OF ENGINEERING TECHNOLOGY PROGRAM'S GRADUATES IN PERU (**Alberto Bejarano , 2009**)
- CROSS-CULTURAL LEADERSHIP: A COMPARATIVE STUDY BETWEEN BRASILIAN AND PORTUGUESE SUBORDINATES (**Affonso Henriques de Azevedo Nogueira - 2012**)
- Understanding the motivational mechanism of value congruence (**Yuanjie Bao – 2012**)
- *Multi-Focal Trust in Medical Care Services as a Proactive Organizational Tool to Reduce Customers' Aggressive Behaviors - Amit Gur (Co. director Dr. Shay Tzafrir , Haifa University)*
- *Enhancing performance through positive client behavior in service organizations - Hila Halutz Ben Gal (Co. director Dr. Shay Tzafrir , Haifa University)*
- A MULTI ANGLE-MULTILEVEL EXAMINATION OF THE THE PHENOMENON OF EXPARTIATION - **Kubra Canhilal**
- **Ben Capell** - *The moderating and mediating role of Trust on getting out of the closet: developing and testing a new model*
- **Delia Mannen** - *(co supervisor) Promoting Dignity in Organizational Life: A Conceptualization, Application, and Theoretical Extension"*

## Post Doctoral Supervision

- Rebekka Vedina (2011-2012)
- Paulo Hyashi (2013)

## Participation in Doctoral Thesis Tribunals Outside ESADE (sample only)

- Juan Rivera Mata, Liderazgo, sexo y género: comportamientos y relaciones de directivos y directivas españolas, Universidad Pablo de Olavide (Sevilla) September 22, 2011
- Wim den Dekker - Global Mindset: Dimensions, Measurement and Leadership Effectiveness. Free University of Amsterdam (VU) December 8, 2011
- Yael Livneh - Formality of HRM in Israeli technological startup companies: Predictors o and implications on trust in HRM (Haifa University) August 30, 2012
- Donna L. Haeger - TEAM SUSTAINABILITY: MEMBER ECOLOGY AND THE DOMAINS OF INFLUENCE, Case Western Reserve University (January 2014)
- Milagros Pereyra-Rojas - FACTORS INFLUENCING SCHOLARSHIP PRODUCTIVITY: A MIXED METHODS APPROACH - Case Western Reserve University (January 2014)
- Shiva Taghavi – HEC (Paris) “When you culture Advocates you: The effect of cultural work values on performance” (March 2015)
- Damas Baste Garcia - Ramon Llull (December 2015) Repensar la indagación appreciativa desde la perspectiva de su plasticidad (December 2015)

## Sample of Some Master Thesis Supervised

- **VIEGENER, ANNA KATRIN** - SOCIAL FRANCHISING –AN APPROACH TO SCALE SOCIAL ENTERPRISES (2008)
- **Beatriz Miguez Armada** - Factores de éxito para la internacionalización de las empresas españolas en china (2009)
- **Marta Domingo** - El impacto de la Inteligencia Emocional en la gestión del equilibrio entre vida profesional y familiar (2006)
- **Marta Esmeralda Vidal García** - Estudio exploratorio sobre las políticas de conciliación de la vida laboral-familiar en Europa (2008)
- **Sílvia Casellas Pladevall** - el estrés laboral: una perspectiva organizacional (2005)
- **Nazareth Pino** - *El impacto del equilibrio trabajo-familia en la salud mental y física de los trabajadores* (2008)

- **Dennis Krings-Ernst** - *The Culture-Based View of the Firm* (Co direction with St Galen, 2008)
- **Flavia Patricia Blanco Pellitero** - *Estudio de los valores personales y organizacionales de las enfermeras del Hospital de León y su relación con los aspectos organizativos y laborales* (2009)
- **Daniela Bascones Miranda** - Validación del Modelo Triaxial de Valores (2010)
- **Beatriz Miguez Armada** - FACTORES DE ÉXITO PARA LA INTERNACIONALIZACIÓN DE LAS EMPRESAS ESPAÑOLAS EN CHINA (2009).
- **Jennifer Gonzales** - Knowledge sharing and the lessons learned data-based (in company project) – 2010
- **Blanca Caverio** - Seguimiento longitudinal del síndrome de agotamiento profesional (Burnout) en el personal médico de Cataluña (2010)
- **Miguel José Cabrera Bello** - Estudio sobre el Bienestar Laboral de la Enfermería en Gran Canaria, 2010
- **Sala Laura** - LA INCONGRUENCIA DE VALORES PERSONALES – ORGANIZACIÓN Y SU EFECTO SOBRE EL DESEMPEÑO Y LA SALUD LABORAL (2010)
- **Alexander Von Armin (2010)** Mentoring, Onboarding and Exit strategy MNCs in the example of Arthur D. Little (in Company project) 2010
- **Mouna El Wahidi el Alaoui** – Executive Coaching: Definition, scope, Boundaries and Approaches (2010)
- **Kubra Canhilal Sukriye** – The effect of demographic diversity on Team innovation\_ revisiting the role of socio-economic Status (2010)
- **Zahra Solouki** – Value awareness – Applying the triaxial model of values to explain diversity in groups (2010)
- **Paula Torres Crespo** – RUHR Human resource Management Game. (2011)
- **Shawn David Stocker** -Education and geographical origin as drivers of personal value development and evolution : an expansion of Dolan's triaxial management by values model (2011)
- **Helooise de Monteynard** - Managing HR at trnd: Climate Survey and key recommendations (2011)
- **Miquel González Rosselló** - Absentismo en el sector manufacturero de Cataluña (2011)
- **Birgit Waltschek** – Understanding the determinants of staffing and retention of talented employees in the SME real estate agencies in Austria (2012)
- **Nicholas Bahar** - Bridging the gap between skill and individual sustainable performance (2013)
- **Francesc Artigues Cuyàs** - Acculturation as a way of life. Trust and other values as mediators of organizational cohesion and growth through efficiency increases. What is the role of Business Schools? (2013)
- **Subonita Chakravorty** - Factors involved in Successful Implementation of Change in Organisations (2013) (Co supervision with Ben Capell)

- **Ben A. Capell** - Explorations into diversity at inter and intra organizational levels (2015)
- **Claudia Ventura** Effective Collaboration among employees of the retail industry in Tomorrowland (2016)
- **Anna Leroy** *The Effect of the Digital Transformation on the Future of Competitive Strategies: With Input from the Largest Canadian Retailer* (2016)
- **Chengcheng Li** Cross Cultural Business Brokerage based on the metaphor of “Marriage Matching” (2017)

## Awards and Nominations

- DEAN'S TEACHING EXCELLENCE AWARD, McGill University, Faculty of Management (1980).
- HEALTH & WELFARE CANADA, Post Doctoral National Research Award (1981).
- BEST RESEARCH AWARD FOR THE STUDY OF MEDICAL BURNOUT. Best ideas in 2006 "Diario Medico", Spain (2006).
- EMERALD PUBLISHERS HIGHLY COMMENDED AWARD 2009
- ACU (Catalan Agency Research Merit Commission) acting on Behalf of the Spanish Ministry of Science and Education
- RECOGNITION AS CAREER RESEARCH merit Four blocks of 6 years each was awarded (24 years of continuous active research)
- PUBLIC SERVICE STATE OF RIO DE JANEIRO DE-BUREAUCRATIZATION AWARD handed on May 16<sup>th</sup>, 2011



- SPECIAL AWARD BY THE INSTITUTE OF PSYCHOLOGY, the Federal University of Rio de Janeiro (May 17, 2011)
- EMERALD EDITOR OF THE YEAR AWARD (award handed in the EURAM gala Dinner in June 2011 (Tallinn –Estonia) Literati Network highly commended Award for best paper: “Do emotions Matter? The Role of Emotional Intelligence Competences in Cross-cultural Adjustment for International Assignment” published in *Management Research: The Journal of the Iberoamerican Academy of Management*. Award handed during the Academy of Management Annual Meeting (Boston, August , 2012)
- IACMR OUTSTANDING CONTRIBUTION PLAQUE *for 2010-2012 services (Handed during the Academy of Management meeting in Boston (August 2012)*
- MERIT AWARD by the rector of the Silesian School of Economics (Warsaw Poland) for the contribution of the Polish book : “Globalna transformacja biznesu I spoleczenstwa”.
- NOMINATION FOR THE NATIONAL RESEARCH AWARD of the Gouvernement of Catalunya 2014 by the Ramon Llull University
- Kindai Management Review Award (2016) – Osaka Japan
- Emerald Literati Award for the outstanding paper published in 2018 (with collaborators).



- Nomination by the Ramon Llull University to the BBVA frontiers in Knowledge Award in 2016
- Research Gate High merit for achievement (received on May 5, 2021)



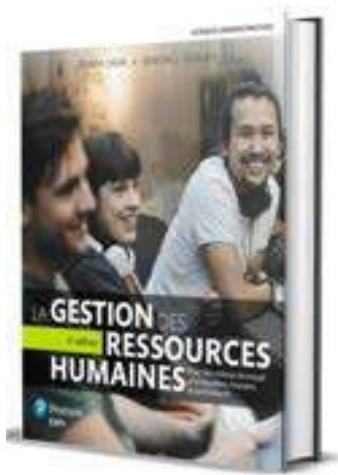
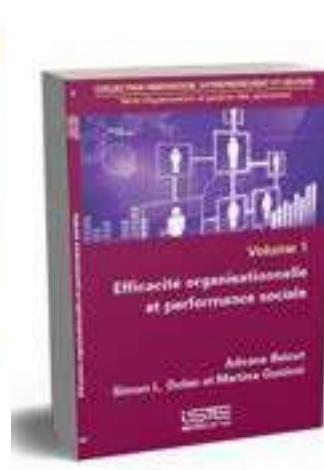
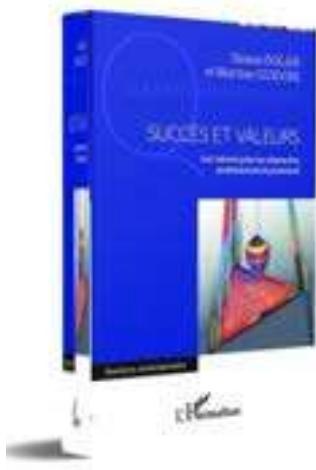
## Research Grants (*sample*)

DATES	INSTITUTION	GRANTS
1980 – 2000	University of Montreal	Accumulated grants for about 12 projects (Over 800,000\$)
2002 – 2004	ESADE-IEL	Source: <b>AATM</b> for a Study of Doctors Burnout in Catalonia. Total Grant: 39,000€.
2005	ESADE-IEL	Source: <b>European Union</b> . A Pan European Work Climate Study (279,000 €)
2005	ESADE-IEL	Source: <b>FREMAP</b> – Study of accidents proneness in the construction industry in Spain. Study via doctoral student backup (9,000)

DATES	INSTITUTION	GRANTS
2005 - 2008	ESADE	Source: <b>Price Waterhouse</b> – (180,000 €)
2007 – 2008	ESADE-IEL	Source: <b>Mutua Prevent</b> – developing a prototype of online measure to diagnose employees burnout. (10,000€)
2007 – 2010	ESADE-IEL	Source: <b>MEC</b> (Ministerio Educacion y Ciencia) Study of biological correlates of chronic burnout among nurses in Spain (79,000€)
2007 – 2010	ESADE-IEL	Source: <b>Select-Vedior Portugal</b> – IPP in Portugal. (180,000€)
2010	ESADE-IEL	Source: <b>EU – Elderstress Project</b> (8 partners -8 countries) (23,000€).
2010 – 2012	ESADE- FWC	Source: <b>Leonardo Pro RH</b> – EU sponsor project with 5 other EU partners (65,000€)
2012 – 2014	ESADE - FWC	Source: <b>ERASMUS ICT4ICTSME</b> - EU - Project title: Innovation, Creativity and Talent E-training program for SME s (with Creapolis and 4 other EU partners (384.096,000€)
2014 – 2016	ESADE- FWC	Source: <b>EU-InnovatE</b> - Sustainable Lifestyles 2.0: End User Integration, Innovation and Entrepreneurship (675000, 000€)

## Mosaic of Recent books

In French (en Francaise)



## Books and Card Games in Hebrew (2018–2021)



## Multimedia and Web-Based Books

(see catalogue on [www.MyEducator.com](http://www.MyEducator.com))



*Introduction to International  
Organizational Behavior*

Simon L. Dolan &  
Tony Lingham

*Organizational Behavior for MBAs*

Chad Albrecht &  
Simon L. Dolan

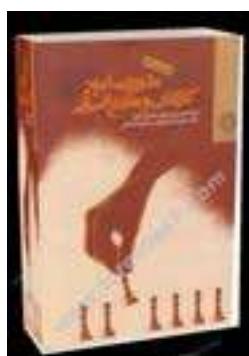
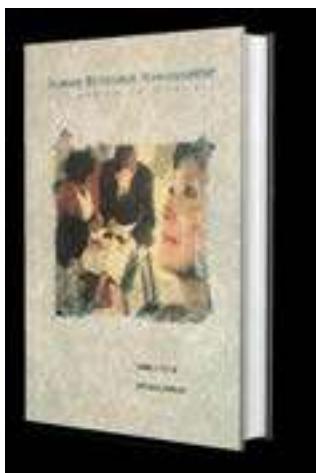
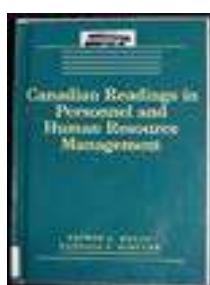
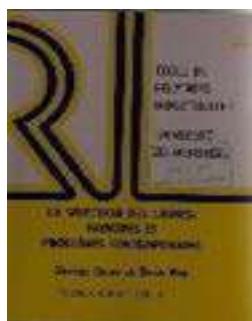
*Introduction to Human  
Resources*

Simon L. Dolan  
Chad Albrecht



## Books and Monographs

1. Dolan S.L., Arsenault A., (Préface by Hans Selye): **STRESS, SANTÉ ET RENDEMENT AU TRAVAIL.** Monograph Series No. 5. Montreal, The University of Montreal. 1980. 186 pp.
2. Dolan S.L., Roy D., **LA SELECTION DES CADRES : PRINCIPES ET PROBLÈMS CONTEMPORAINS.** (MANAGERIAL SELECTION: PRINCIPLES AND CONTEMPORARY TRENDS). Monograph Series No. 11. Montreal, The University of Montreal. 1982. 165 pp.
3. Arsenault A., Dolan S.L., **LE STRESS AU TRAVAIL ET SES EFFETS SUR L'INDIVIDU ET L'ORGANISATION.** Notes et rapports scientifiques et techniques. Monograph. L'institut recherche en santé et en sécurité du travail du Québec. 1983. 357 pp.
4. Dolan S.L., Schuler R.S., (Eds): **CANADIAN READINGS IN PERSONNEL AND HUMAN RESOURCE MANAGEMENT.** St.-Paul, MN. West Publishing Company 1987. 467 pp.
5. Dolan S.L., Schuler R.S., **PERSONNEL AND HUMAN RESOURCE MANAGEMENT IN CANADA.** St.-Paul, MN. West Publishing Company. 1987. 620 pp.
6. Dolan S.L., Schuler R.S., Chretien L., **GESTION DES RESSOURCES HUMAINES, Montréal, EDITIONS DU TRECARRE ET EDITIONS REYNALD GOULET INC.,** 1988, 453 pp.



Book translated and published in Irani in 1995, and in Chinese in 2000.

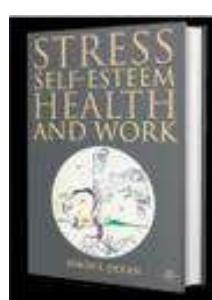
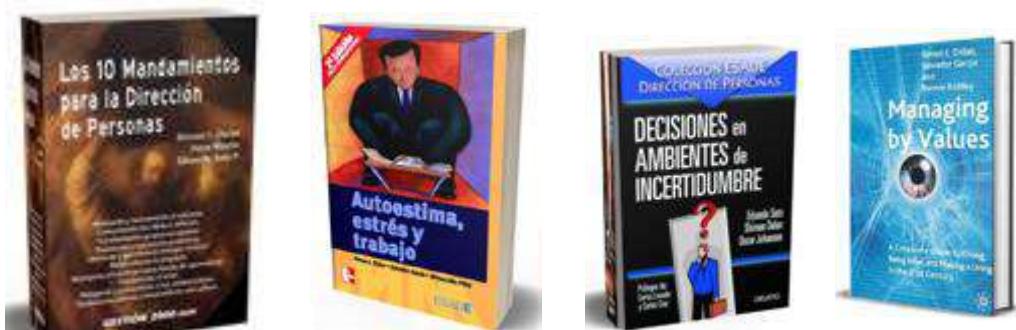
7. Dolan S.L., Lamoureux G., **INITIATION A LA PSYCHOLOGIE DU TRAVAIL**, Editions Gaétan Morin. 1990, 489 pp.
8. Dolan S.L., Schuler R.S., **HUMAN RESOURCE MANAGEMENT: THE CANADIAN DYNAMIC**. 2nd edition. ITP Nelson Canada. Scarborough, Ontario 1994, 700 pp.; and Dolan S.L., Schuler R.S., **Instructor Resource Guide to Accompany: HUMAN RESOURCE MANAGEMENT: DYNAMIC**. Nelson Canada. Scarborough, Ontario 1994, 274 pp.
9. Dolan S.L. Schuler R.S., **GESTION DES RESSOURCES HUMAINES: AU SEUIL DE L'AN 2000**. Editions du Renouveau Pédagogique Inc. (ERPI). Montreal, 1995, 747 pp.
10. Borg I., Dolan, S.L., **WORK VALUES AND BEHAVIOR: RESEARCH AND MANAGERIAL APPLICATIONS (EDS.)**. ISSWOW, Barcelona, 1994. 301 pp.
11. Dolan S.L. Lamoureux G., Gosselin, E., **PSYCHOLOGIE DU TRAVAIL ET DES ORGANISATIONS** 2 ed. Montreal, Gaetan Morin, 1996. 550 pp.
12. Auerbach A., Dolan S.L. **FUNDAMENTALS OF ORGANIZATIONAL BEHAVIOUR> THE CANADIAN CONTEXT**. Scarborough Ont. ITP Nelson Canada. 1997, 333 pp
13. Garcia-Sanchez S., Dolan S.L. **LA DIRECCION POR VALORES (DPV): GOBIERNO DE CAMBIO EN LA EMPRESA DE S. XXI**. McGraw- Hill Professional Management Series). Best seller. Madrid. McGraw Hill Inter-America. 1997, 327 pp.
14. Dolan S.L., Schuler R.S, Valle R., **LA GESTION DE LOS RECURSOS HUMANOS**, McGraw Hill, Madrid 1999. 455 pp.
15. Dolan S.L., Garcia-Sanchez S, **LA GESTION PAR VALEURS : UNE NOUVELLE CULTURE POUR LES ORGANISATIONS**, Éditions Nouvelles, Montréal 1999 294 pp.



16. Dolan S.L., Schuler, R.S., **PRINCIPLES OF HUMAN RESOURCE MANAGEMENT: CHINEASE EDITION**. Ministry of Labor Security, Beijing 2000. 465 pp.
17. Dolan, S.L., Martin I, **LOS DIEZ MANDAMIENTOS PARA LA DIRECCION DE PERSONAS**. Gestión 2000- Planeta, Barcelona, 2000. 378 pp. Note: Best-selling book in the Publisher catalogue (2001, 2002, 2003)
18. Dolan S.L. Saba T, Jackson S., Schuler R.S. **GESTION DES RESSOURCES HUMAINES**: Tendances, enjeux et pratiques actuelles. Editions du Renouveau Pédagogique Inc. (ERPI). Montréal, 3rd ed. 2002 711 pp.
19. Dolan, S.L., Gosselin E., Carrière J., Lamoureux G., **PSYCHOLOGIE DU TRAVAIL ET COMPORTEMENT ORGANISATIONNEL** 2nd ed. Montreal, Gaetan Morin, 2002.
20. Dolan S.L., Valle R., Jackson S.E., Schuler R.S., **LA GESTION DE LOS RECURSOS HUMANOS: PREPARANDO PROFESIONALES PARA EL SIGLO XXI**, 2e. Ed. McGraw Hill, Madrid, 2003.
21. Garcia S. Dolan S.L. **LA DIRECCION POR VALORES (2E. ED.)**. McGraw Hill, Madrid, 2003 (bestselling Book).
22. Soto E., Dolan S.L, (eds): **LAS PYMES: ANTE EL DESFAIO DEL SIGLO XXI**. Thomson Publishing, Mexico, 2003.



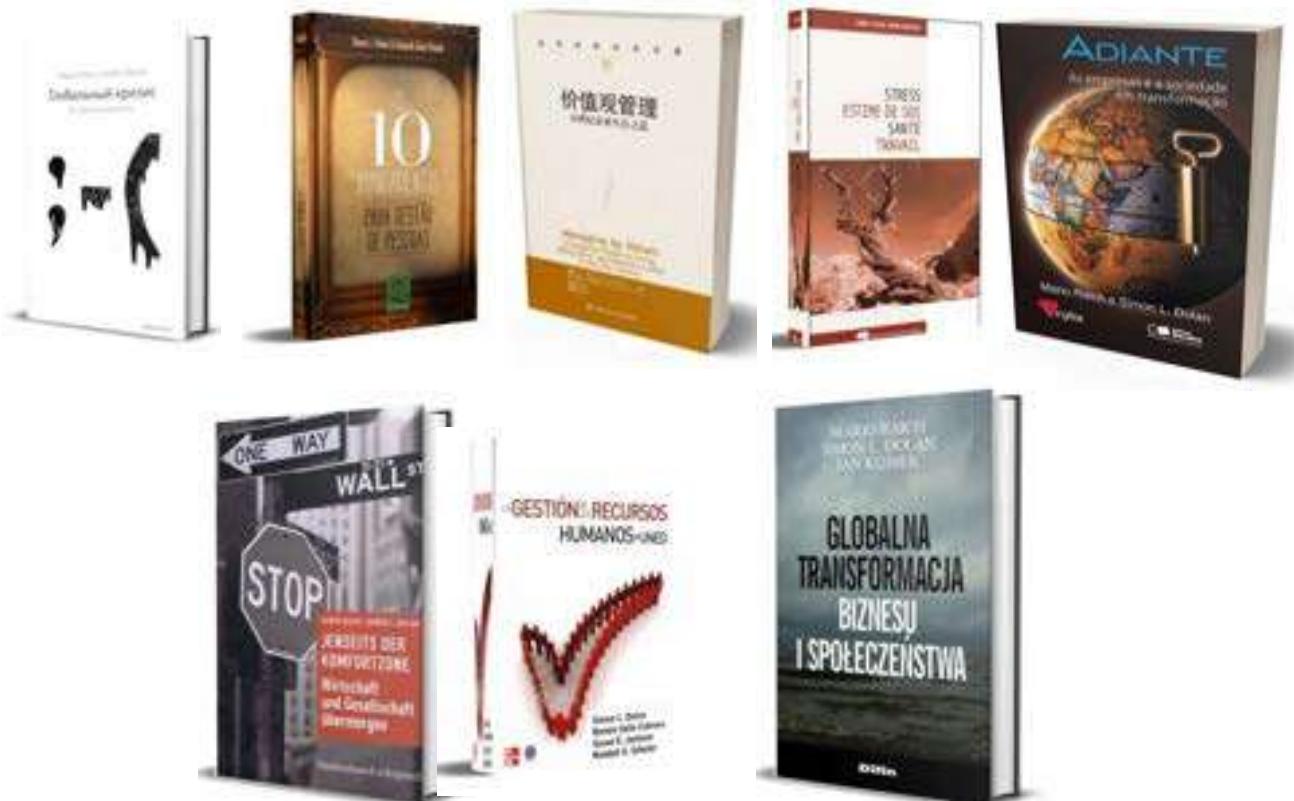
23. Dolan S.L., Martin I., Soto E., **LOS DIEZ MANDAMIENTOS PARA LA DIRECCION DE PERSONAS.** 2ND. ED. GESTIÓN 2000 (GRUPO PLANETA).Barcelona, 2004
24. Soto E. Dolan S.L Johansen O., **DECISIONES EN CONTEXTOS DE INCERTIDUMBRE.** ESADE-Duesto Series in Managin People. Barcelona. Deusto (Grupo Planeta). 2005.
25. Dolan S.L. Garcia S., Diez-Pinol M. **AUTOESTIMA ESTRÉS, Y TRABAJO.** (McGraw Hill – Colección Negocios) Madrid. 2005. ISBN 844 814 23 Best seller. 2nd edition in 2006.
26. Dolan S.L., Garcia S., Richley B., **MANAGING BY VALUES: A CORPORATE GUIDE TO LIVING, BEING ALIVE, AND MAKING A LIVING IN THE 21ST CENTURY.** Palgrave Macmillan, Houdmills.
27. Dolan S.L., **STRESS SELF-ESTEEM, HEALTH AND WORK.** PALGRAVE MACMILAN, HOUNDMILLS, U.K. 2007.
28. Dolan S.L., Estresse, auto-estima,saúde e trabalho. Qualitymark. Rio de Janiero. Brazil (2006). <http://www.qualitymark.com.br/loja/index.asp?se>
29. Dolan S.L., Garcia S., **GESTÃO POR VALORES: UM GUIA CORPORATIVO PARA VIVER, MANTNER-SE VIVO E GANHAR A VIDA NO SÉCULO XXI.** Qualitymark. Rio de Janiero. Brazil (2006). <http://qualitymark.com.br/gestao-por-valores>
30. Dolan, S.L., Gosselin E., Carrière J., **PSYCHOLOGIE DU TRAVAIL ET COMPORTEMENT ORGANISATIONNEL** 3nd ed. Montreal, Gaetan Morin/Chenelier/McGraw Hill 2007



31. Dolan S.L. Garcia S., Landau A., The Triaxiale model of Managing by Values: A new business Model (in Hebrew). Globes, Israel 2007.
32. Dolan S.L. Garcia S., Managing by Values (Russian adaptation). Pretext. Moscow (2007).
33. Dolan S.L., Valle, R., Jackson S.E., Schuler R. LA GESTIÓN DE LOS RECURSOS HUMANOS: ¿COMO ATRAER, RETENER Y DESARROLLAR CON ÉXITO EL CAPITAL HUMANO EN TIEMPOS DE TRANSFORMACIÓN? 3a edición. Madrid. McGraw Hill. 2007.
34. Dolan S.L. Lingham T., **FUNDAMENTALS OF INTERNATIONAL ORGANIZATIONAL BEHAVIOUR**, Sara Books/Chandos Publishing/Elsevier 2008
35. Dolan S.L. Saba T., Jackson S., Schuler R.S. **LA GESTION DES RESSOURCES HUMAINES, TENDANCES, ENJEUX ET PRATIQUES ACTUELLES**. 4e éd. Pearson Education, Montreal & Paris, 2008.
36. Raich M., Dolan S.L. **BEYOND: BUSINESS AND SOCIETY IN TRANSFORMATION**. Palgrave Macmillan, Hounds Mills, U.K. 2008
37. Raich M. Dolan S.L., **MÁS ALLÁ: EMPRESA Y SOCIEDAD EN TRASFORMACIÓN**. TECSUP. Lima, 2008.
38. Raich M., Dolan S.L., **BEYOND: NEGÓCIOS E SOCIEDADE EM TRANSFORMAÇÃO**, Lisboa, Binomics 2008.



39. Raich M., Dolan S.L., MÁS ALLÁ: CLAVES PARA ENTENDER EL FUTURO: EMPRESA Y SOCIEDAD EN UN MUNDO EN TRANSFORMACIÓN. Barcelona, Profit 2009.
40. Raich & Dolan : BEYOND (in Russian). Pretext, Moscow, 2009.
41. Dolan S.L., Garcia S., Landau A., MANAGING BY VALUES (in Hebrew) - second edition. Electronic version. © 2009 [www.booku.co.il/mbv](http://www.booku.co.il/mbv)
42. Dolan S.L., Garcia S. (special adaptation by YingYing Zhang) , MANAGING BY VALUE (Chinese Edition) - Renmin University Press- Beijing, 2009
43. Dolan S.L. Soto E., OS 10 MANDAMIENTOS PARA GESTAO DE PESSOAS. Qualitymark. Rio Brazil. 2009. [www.livrariasaraiva.com.br/produto/2711120](http://www.livrariasaraiva.com.br/produto/2711120)
44. Dolan S.L., Arsenault A., STRESS, ESTIME DE SOI, SANTE ET TRAVAIL. Presse de l'Universite du Quebec. Montreal, 2009 (to order: [www.amazon.ca/Stress-estime-soi-sant%C3%A9-travail/dp/2760523853](http://www.amazon.ca/Stress-estime-soi-sant%C3%A9-travail/dp/2760523853))
45. Raich M., Dolan S.L., ADIANTE: ES EMPRESAS E A SOCIEDADE EM TRANSFORMACAO. Editora Saraiva, Sao Paulo, Brazil. <http://www.livrariasaraiva.com.br/produto/2877161> (For review, see: <http://www.livrariasaraiva.com.br/produto/2877161>
46. Raich M., Dolan S.L., JENSEITS DER KOMFORTZONE : WIRTSCHAFT UND GESELLSCHAFT UBERMORGEN, Vandenhoeck & Ruprecht, 2010. <http://www.amazon.es/Jenseits-Komfortzone-WirtschaftGesellschaft%C3%BCbermorgen/dp/3525403526>



47. Dolan S.L. Valle R., Jackson S., Schuler R.S. (2010), **GESTION DE RECURSOS HUMANOS.** San Jose. McGraw Hill
48. Raich M. Dolan S.L., Klimek J. (2011) **GLOBALNA TRANSFORMACJA BIZNESU I SPOŁECZEŃSTWA** (Global transformation - in Polish). Warsaw. Diffin. <http://www.ksiegarnia.difin.pl/ekonomia/18/globalntransformacja-biznesu-i-społeczenstwa/1492>
49. Dolan S.L. (2011) **COACHING BY VALUES: A GUIDE TO SUCCESS IN THE BUSINESS OF LIFE AND THE LIFE OF BUSINESS.** iUniverse-Penguin. <http://bookstore.iuniverse.com/Products/SK000465744/coaching-by-values-cbv.aspx>
50. Dolan S.L., (2011) **COACHING POR VALORES: UM GUIA PARA O SUCESSO NA VIDA DOS NEGÓCIOS E NO NEGÓCIO DA VIDA.** Amazon.com <http://www.amazon.es/Coaching-por-valores-Neg%C3%B3cios-Portuguesebook/dp/B00LOCWD94>
51. 52. Albrecht C., Dolan S. L. (2012) **ORGANIZATIONAL BEHAVIOR IN A GLOBAL CONTEXT.** Logan UT, MyEducator.com.
52. Dolan S.L. Gosselin E., Carriere J., (2012) **PSYCHOLOGIE DU TRAVAIL ET COMPORTEMENT ORGANISATIONNEL**, 4e édition, Cheneliere Education, Montreal, Canada. [www.cheneliere.ca/livre-html?ItemID=7522&DivisionID=3](http://www.cheneliere.ca/livre-html?ItemID=7522&DivisionID=3)
53. Dolan S.L. COACHING POR VALORES (2012). Madrid. LID editorial <http://www.lideditorial.com/tienda/libros/1001570016501/coaching-valores.1.html>



54. Dolan S.L.. Guidoni M. (2012) Succès et valeurs: les valeurs pour un mieux-être professionnel et personnel. Paris:L'Harmattan  
<http://www.editionsharmattan.fr/index.asp?navig=catalogue&obj=livre&no=38238>
55. Dolan S.L. Landau A., (2012) What's really important in Coaching: Coaching by Values. The Israeli Center for management & Coaching by values (Israel- in hebrew) <http://www.equity-mds.com/katalog6.htm>
56. Tania Saba, Simon L. Dolan **LA GESTION DES RESSOURCES HUMAINES: TENDANCES, ENJEUX ET PRATIQUES ACTUELLES**, 5e édition. 2013. Pearson (ISBN-10 2-7613-4762-5)  
<http://www.pearson.fr/livre/?GCOI=27440100655220>
57. Simon L. Dolan, Ramon Valle Cabrera y Alvaro Lopez (2014), **LA GESTIÓN DE PERSONAS Y EL TALENTO**, McGraw Hill Madrid. 4th Ed. <http://www.casadellibro.com/libro-gestion-de-personas-y-deltalento/9788448185909/2361882>
58. Raich M., Eisler. R., & Dolan S.L. (2014) **CYBERNESS: THE FUTURE REINVENTED.** PUBLISHER: AMAZON.COM <http://www.amazon.com/Cyberness-Future-Reinvented-Mario-Raichebook/dp/B00LM9XLJK>
59. Dolan Simon & Landau Avishai and Anat Garti (2014) **WHAT'S IMPORTANT IN ORGANIZATIONS: MANAGING BY VALUES**. New 2nd Ed. (In Hebrew)
60. Dolan S.L. & Niharika Singh (2014) **MAGIC CARPET AND THE ISLANDS OF VALUE**. (A children tale). Publisher: Gestion M.D.S. Inc (Montreal-Canada). Versions published in English, Hebrew (with A. Landau) and Spanish. Trailer in English with Spanish subtitles:  
[http://www.youtube.com/watch?v=zrdOnb6CM\\_w](http://www.youtube.com/watch?v=zrdOnb6CM_w)



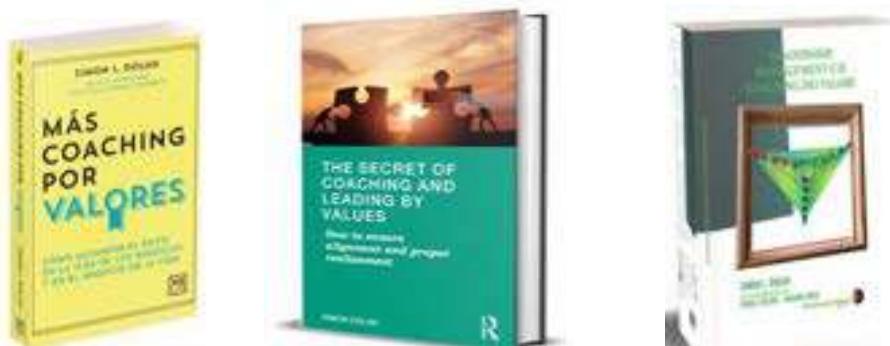
61. Dolan S.L., Lingham T., (2015) **Liderazgo y Comportamiento Organizacional**. Digital book/course-Published by MyEducator, Orem UT.
62. Dolan S.L. Guidoni M., Temsamani B., (2015) **Values and Success** (in Arabic). Publisher Spart1, Tanger, Morocco.
63. Dolan S.L. Kawamura K., (2015) **Cross Cultural Competence**. London. Emerald Publishing
64. Dolan S.L., (2016) **Liderazgo, dirección y coaching por valores: Los 10 mandamientos para gestionar personas en el siglo XXI**. Editorial Circulo Rojo (Spain)
65. Simon L. Dolan (2016) **Le Coaching par valeurs**. Editorial Circulo Rojo (Spain) Le coaching par valeurs - Editorial Circulo Rojo
66. Eric Gosselin, Simon L. Dolan et Denis Morin (2017) **Aspects Humaines des Organisations**. Chenellier-McGraw Hill. Canada
67. Adnane Belout, Simon L. Dolan et Martine Guidoni (2017) **Efficacité organisationnelle et performance social**. ISTE Publishers. London
68. Simon L. Dolan (with the collaboration of David Alonso Garcia) : “**Liderazgo, Dirección y Coaching por valores**” (2018). 2nd. Ed. Circulo Rojo. Madrid. Book trailer in Spanish (Liderazgo....) <https://vimeo.com/258953471>



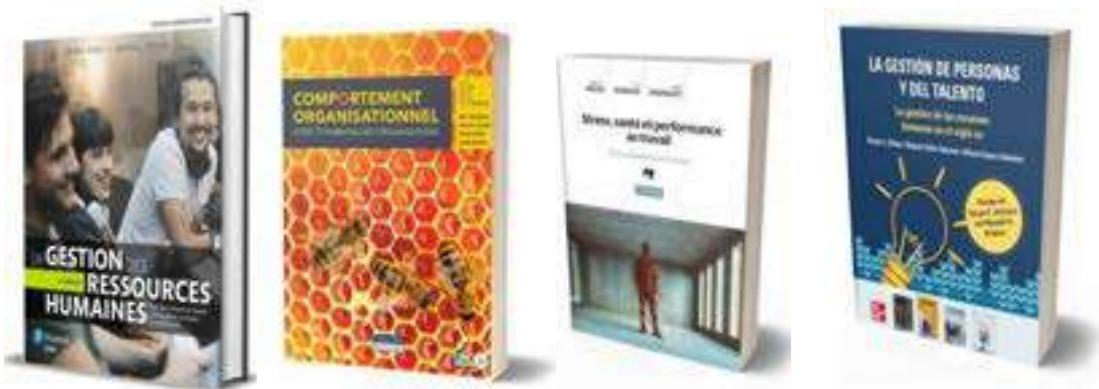
69. Simon L. Dolan and others (Collection of chapters): **MBA Intenso** 2018 . Profit Editorial.
70. Simon L. **Dolan (Ed): Coaching por valores: La brújula para personas y organizaciones de futuro** (2018). Editorial Punto Rojo
71. Simon L. Dolan, Chad Albrecht and Jason Snelson:
  - 1) **Introduction to Human resources** (MyEducator - Introduction to Human Resource Management - DEMO
  - 2) (Spanish versio) “**Recursos Humanos Estrategicos**” . Digital Books (2018) My Educator, USA.

The screenshot shows the myeducator platform interface. At the top, it says "myeducator". Below that is a decorative header with icons of people. The main content area has a title "Recursos Humanos Estratégicos" by "Simon Dolan PhD, Jason Snelson". It includes a brief description: "Este curso enseña a estudiantes de licenciatura los conocimientos, habilidades y competencias necesarias para construir las bases en recursos humanos (RH), teoría de la administración y su práctica." Below this is a link: "Obtenga una vista previa y demostración de este curso gratuita en: [myeducator.com/catalog](https://myeducator.com/catalog)". To the right, there's a sidebar with a list of topics and a thumbnail image of the book cover for "Introduction to Human Resources" by Simon L. Dolan, PhD and Jason Snelson, Contributing Author.

72. Simon L. Dolan (2019) “**Más coaching por valores**” . Madrid. LID Editorial . Nominated to be awarded as the “best coaching book in 2019 “ in Expo-Coaching (Madrid April 2020). For book reviews (in Spanish) see: [http://www.gref.org/nuevo/grefnoticias/ultimo\\_gref\\_noticias\\_54.pdf#page=29](http://www.gref.org/nuevo/grefnoticias/ultimo_gref_noticias_54.pdf#page=29) [http://www.gref.org/nuevo/grefnoticias/ultimo\\_gref\\_noticias\\_54.pdf#page=30](http://www.gref.org/nuevo/grefnoticias/ultimo_gref_noticias_54.pdf#page=30)
73. Simon L. Dolan (2020) “**The secret of Coaching and Leading by Values: How to ensure alignment and proper realignment**”. London. Routledge July 2020
74. Simon L. Dolan (2020) “**Leadership, Management e il coaching dei valori**” (with Paola Valeri & Marina Mele). Amazon.com



75. Tania Saba and Simon L. Dolan (2021) **La gestion des ressources humaines**, 6e éd. Manuel numérique + Guide d'étude interactif. ERPI-Pearson Canada.
76. Simon L. Dolan, Eric Gosselin, Denis Morin, Louis Bélisle (2022) **Comportement organisationnel**, 6e édition Chenelière Éducation
77. Simon L. Dolan, Eric Gosselin , André Arsenault (2022) **Stress, santé et performance au travail**, 2e édition, Presses de l' Université du Quebec.
78. Simon L. Dolan, Ramon Valle Cabrera, Alvaro Lopez Cabrales (2022) **La gestión de personas y del talento**, McGraw Hill
79. Simon L. Dolan, Javier de Pablo Ayllon (2022) **Los Secretos de la resiliencia: Combatir el estrés en un mundo ambiguo e incierto**, Profit Editorial
80. Simon L. Dolan (2023) **DE-STRESS at WORK: Understanding and Combatting Chronic Stress**, Routledge (March )
81. Dolan, Kawamura, Raich & Ulrich: **The future of Work: An Anthology** (forthcoming in 2023)
82. Simon L. Dolan and Keren Dolan: **Aye the Magic Drone and the Islands of Values – A tale for children** (forthcoming in 2023)



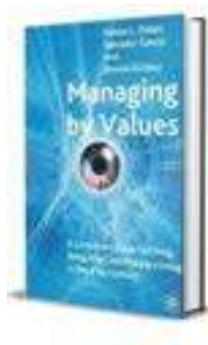
#### Books video descriptions

Spanish: ["Los Secretos de la Resiliencia"](#)

English: [De-Stress at Work - by Simon Dolan on Vimeo](#)



## Some Quotes and Comments by Experts about Super Authentical Books



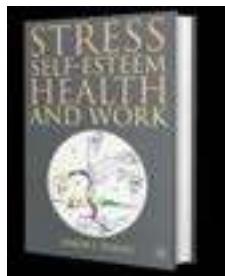
### MANAGING BY VALUES (PALGRAVE-MCMILLAN)

*"This book is one that needed to be written. It is an outstanding contribution to the literature and needs to be read by all levels of management"* (Sir Cary L. Cooper, Pro Vice Chancellor and Professor of Organizational Psychology and Health, University of Manchester)

*"The authors do an outstanding job in describing their model and illustrating how managers can implement their model successfully, and thereby, assist their companies to compete in the highly competitive global marketplace"* (Randall S. Schuler, Professor, International and Strategic Human Resource Management, Rutgers University)

*"I am convinced that the ideas discussed in this book are not a utopia but rather a clear winning management philosophy"* (Carlos Losada, Professor and Director General of ESADE Business School)

*"The authors have compiled an impressive array of concepts, data, and stories about using Value Based Management to inspire people to be their best. It will challenge you, but it is worth it".* (Richard E. Boyatzis, Professor of Organizational Behavior, Psychology and Human Resources at Case Western Reserve University and ESADE, and co-author with Daniel Goleman and Annie McKee of the international best-seller, Primal Leadership, and more recently with Annie McKee, Resonant Leadership.)



### STRESS, HEALTH & WORK (PALGRAVE-MCMILLAN)

*"This book is a must-read for both managers and stress researchers interested in learning more about high performing individuals and organizations"* (Ron Burke , the late Professor of work environment and Individual's overall well being, York University, Canada).

*"There is no doubt that this book will serve as an eye opener to corporate leaders".* Roberto Kertez, MD, psychiatrist and the late rector of the University of Flores, Buenos Aires, Argentina.

*"This book provides an engagingly novel vista of the occupational stress field; The book content is an effective mix, bound to expand readers' understanding of the phenomenon of executive stress and its organizational and individual manifestations"* (The late Prof. Arie Shirom, Tel Aviv University).

*"This thought-provoking book will be useful to everyone who wants to ensure that their work place is source of energy and positive self-esteem"* (Susan Jackson, Professor of HRM –Rutgers University & former editor of the Academy of Management Review).

*"Dr Dolan's new book, as all the previous ones and the extensive research work he has conducted over the years on stress -- is an extremely important contribution in this regards. I believe every modern manager should read it"* Lucien Abenaim, MD, PhD, Professor of Public Health , Former Surgeon General France and Former Member Executive Board WHO.



## **"COACHING BY VALUES" - IUNIVERSE**

*"I am always amazed at your creative capacity. You are truly a remarkable man, and such a caring man as well! This looks like a fine book, and I congratulate you on it"* Riane Eisler – Best-selling author of The Chalice and the Blade (now in 23 foreign editions) and The Real Wealth of Nations: Creating a Caring Economics, hailed by Archbishop Desmond Tutu as "a template for the better world."

*"You are continuing to produce insightful books that will have lasting impact"* David Ulrich – business professor at the University of Michigan; author of 23 books covering topics in human resources and leadership, including his latest, The Why of Work

*"I greatly admire what you have done, and also much appreciates the creative aspect of the book"* David Caruso – Yale University; co-author of the best-selling The Emotionally Intelligent Manager and co-author, with Mayer and Salovey, of The Mayer, Salovey & Caruso

*"Emotional Intelligence Test".*

*"Dolan knows his subject and his passion and commitment to the methods he outlines shines through the text, making this book a great read for business coaches and managers alike".*

*Blueink review:*

<http://www.blueinkreview.com/reviews/view/775/srch:coaching%20by%20values>

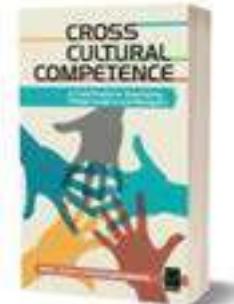
*"Written with a sense of passion and purpose about a meaningful and important topic, Coaching by Values is not a breezy business book. It will take work on the part of the reader to fully comprehend the depth of Dolan's discussion and to understand how best to apply his methodology. The reader who works through this book should be better off for the effort".*

*Clarion Review \*\*\*\**

<https://www.forewordreviews.com/reviews/coaching-by-values>

# Simon L. Dolan

Values & Future of work



## AUTHORS:

**Simon L. Dolan and Kristine Marin Kawamura**

Cross Cultural Competence serves as a comprehensive, practical, and workshop-based program that allows facilitators and organizational change agents to help organizations and people develop cross cultural skills and global competence. The book is grounded in the most rigorous and relevant theories, research, and learning methods and makes them easily accessible and fun to apply.

Dolan and Kawamura have firsthand experience about how to live across cultures. They brilliantly report their insights and turn them into tools that anyone charged to develop global leadership can readily use. This is a marvelous and useful book filled with ideas that will enable global leadership.

—*Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan and Partner, the RBL Group, USA*

Learning to work together as one global community is THE challenge of the 21st-century. Simon Dolan and Kristine Kawamura's *Cross Cultural Competence* goes a long way in supporting managers and MBA students alike in developing the skills that will not only make them successful, but will allow the world to succeed.

—*Nancy J. Adler, S. Bronfman Professor of Management, McGill University, Canada*

Truly, this book is an impressive gift to the world, offered by two cross-cultural experts whose own lives exemplify the cross-cultural competence needed in today's global workplace. Using clear and concise prose, the authors provide an array of engaging cases, activities, group exercises, and other practical tools that can be used to promote the development of a diverse global talent pool that is capable of effectively working together and leveraging their diverse talents. Individual employees and organizations alike have much to learn and much to gain from this excellent guidebook.

—*Susan E. Jackson, PhD, Rutgers University, USA*

Globalization and intra-national diversity have highlighted the need for cross-cultural competence. Dolan and Kawamura have provided a useful guide to developing these critical skills to successfully navigate cross-cultural differences. This is a must read for leaders and aspiring leaders in the global context.

—*Rosalie L. Tung, Ming & Stella Wong Professor of International Business, Simon Fraser University, Canada*

*Cross Cultural Competence* is a must read for anybody wanting to understand and develop their competencies in the global world of business. There are exciting exercises, case studies, and innovative thinking that will make a huge difference to you and your business.

—*Professor Sir Cary Cooper, CBE, Lancaster University, UK*



## Scholarly Publications

(referee journals, proceedings & chapters in academic books)

### 1979

1. Dolan S.L., Arsenault A., "The Organizational and Individual Consequences of Stress at Work: A New Frontier to Human Resource Administration", in Veysey V.V., Hall G.A. Jr. (Eds): THE NEW WORLD OF MANAGING HUMAN RESOURCES. Pasadena. California Institute of Technology. 1979: 4.01 - 4.22.
2. Dolan S.L., "Determinants of officer's Militancy". Industrial Relations (Canada). 1979, Vol.34 (4): 287-312.

### 1980

3. Rohan P., Dolan S.L., and "The Management of Occupational Stress" Stress 1980, Vol. 1(2): 13-18.

## 1981

4. Dolan S.L., Arsenault A., Abenaim L., "Individual and Organizational Consequences of Stress at Work: Selected Empirical Findings", Proceedings of the Seventeen Annual Meeting of the Canadian Industrial Relations Research Association. Laval University Press. 1981: 425-456.
5. Arsenault A., Abenaim L., Dolan S.L., "Conséquences psycho-physiologiques du stress au travail: évaluation d'un modèle cognitif", in Goguelin P. (ed.): PRESENT ET FUTURE DE LA PSYCHOLOGIE DU TRAVAIL. Paris. EAP Publications. 1981: 691-707.
6. Blum A.A., Dolan S.L., Kertez J., "The Militant Teacher: A Case Study in Israel", Journal of Collective Negotiations, 1981, Vol. 4(2): 10-15.
7. Dolan S.L., Arsenault A., "Occupational Stress," Quality of Working Life, Part I: 1981, Vol. 4 (1): 6-9; Part II: 1981, Vol. 4(2): 10-15.
8. Dolan S.L., Arsenault A., Abenaim L., "Stress and Performance at Work: An Empirical Test", Stress, 1981, Vol. 2(1):29-34.

## 1982

9. Tziner A., Dolan S.L., "Validity of an Assessment Centre for Spotting Future Female Officers in the Military", Journal of Applied Psychology, 1982, Vol. 67(6): 728-736.
10. Tziner A., Dolan S.L., "Evaluation of a Traditional Selection System in Predicting Success of female Officers Training", Journal of Occupational Psychology, 1982, Vol. 55(4): 269-275.

## 1983

11. Dolan S.L., Arsenault A., Lizott J.P., Abenaim L., "L'absentéisme hospitalier au Québec: aspects culturels et sociodémographiques", Relations Industrielles/Industrial Relations (Canada), 1983, Vol. 45-56.
12. Dolan S.L., Arsenault A., Roy D., "Le stress et la qualité de vie au travail: vers de nouveaux concepts de la santé en milieu de travail", La Technologie du Comportement, 1983: Vol.7(1): 9-23.
13. Dolan S.L., "Working Mothers` Absenteeism: Does Workplace Day-Care Make a Difference", in Vredenburgh D., Schuler R.S., (eds.): Effective Management Research and Applications. Pittsburgh, 1983: 48-51.
14. Arsenault A., Dolan S.L., "The role of Personality, Occupation and Organization in Understanding the Relationship between Job Stress, Performance and Absenteeism", Journal of Occupational Psychology, 1983, Vol. 56 (2): 227-240.
15. Dolan S.L., Roy D., Rohan P., "Le stress, la santé et le rendement chez le cadre: une étude de cas en milieu scolaire", La Technologie du Comportement, 1983 Vol. 7(2): 141-150.

## 1984

16. Dolan S.L., Tziner A., Roy D., "A Real Estate Agency's Analysis of the Climate – Performance Relationship", *Industrial Relations (Canada)* 1984, Vol. 39(2): 167-176.
17. Dolan S.L., Arsenault A., "Job Demands Related Cognitions and Psychosomatic Ailments", in Schwarzer R. (ed): *THE SELF IN ANXIETY, STRESS AND DEPRESSION*. Amsterdam. North Holland, Elsevier Science Publishers, 1984: 265-282.
18. Tziner A., Dolan S.L., "The Relationship of Two Socio-demographic Variables and Several Perceived Climate Dimensions to Performance", *Canadian Journal of Administrative Sciences*, 1984, Vol. 1(2): 272-287.
19. Dolan S.L., Arsenault A., "Stress, Personality and Samples of Work Attitudes and Behavior: Analysis Beyond A Single Level of Aggregation", in Burke R.(ed):*CURRENT ISSUES IN OCCUPATIONAL STRESS: RESEARCH AND INTERVENTION*. Toronto. University of Toronto Press. 1984: 53-78.
20. Dolan M.R., Dolan S.L.", Les parents: agents de modification du comportement des enfants agressifs", *La Technologie du comportement*, 1984, Vol. 8(2): 1-12.
21. Arsenault A., Dolan S.L., "Les variables socio-démographiques et la personnalité comme modulatrice de la perception du stress et de son expression psychosomatique", in Gogelin P. (ed): *PSYCHOLOGIE DU TRAVAIL ET SOCIETE POST-INDUSTRIELLES*. Paris. EAP Publications. 1984: 77-89.

## 1985

22. Tziner A., Dolan S.L., "Identifying Officer Potential: An Exploration in Predictor's Payoff", *Industrial Relations (Canada)*, 1985: Vol. 40(1): 87-98.
23. Dolan M.R., Dolan S.L., "Comparaison d'une thérapie occupationnelle et d'une thérapie rationnelle en milieu psychiatrique", *Technologie et Thérapie du Comportement*. Spring 1985, Vol.9(1):53-60.

## 1987

24. Dolan S.L., Balkin D., "A Contingency Model Of Occupational Stress" *The International Journal of Management*, September, 1987: Vol. 4(3):328-340.
25. Van Ameringen M.R., Leonard C., Dolan S.L., Arsenault A., "Stress and Absenteeism at Work: Old Questions and New Research Avenues". In: Dolan S.L., Schuler R.S., (eds.): *CANADIAN READINGS IN PERSONNEL AND HUMAN RESOURCE MANAGEMENT*. St.-Paul, MN. West Publishing Co., 1987: 418-427.
26. Dolan S.L., "Job Stress Among College Administrators: An Empirical Study", *The International Journal of Management*. Vol. 4(4), 1987:553-560.
27. Dolan S.L., "The Shift in Labor-Management Relations as a Function of Changes in Social and Economic Conditions". In Dolan and Schuler (eds.), *CANADIAN READINGS IN PERSONNEL AND HUMAN RESOURCE MANAGEMENT*. St-Paul, WEST Publishing Co., 1987: 353-366.

28. Dolan S.L., Rochon D., "Clinical and Mechanical Decisions Processes during the Selection Interview: Impact on Reliability", in Larocque, Bordeleau, Boulard, Fabi, Larouche, Rondeau (EDS): PSYCHOLOGIE DU TRAVAIL ET NOUVEAUX MILIEUX DE TRAVAIL, Presses de l'Université du Québec, Montréal, 1987:481-489.
29. Dolan S.L., Bannister B., "Emerging Issues in Employment Testing", in Larocque, Bordeleau, Boulard, Fabi, Larouche, Rondeau (EDS): PSYCHOLOGIE DU TRAVAIL ET NOUVEAUX MILIEUX DE TRAVAIL, Presses de l'Université de Québec, Montréal, 1987: 490499.
30. Leonard C., Van Ameringen M.R., Dolan S.L., Arsenault A., "L'absentéisme et l'assiduité au travail: deux moyens d'adaptation au stress?", Relations Industrielles/ Industrial Relations(Canada), Vol 42 (4), 1987: 774-789.

## 1988

31. Van Ameringen M.R., Arsenault A., Dolan S.L., "Intrinsic Job Stress As Predictor of Diastolic Blood Pressure among Female Hospital Workers", **Journal of Occupational Medicine**, 1988 Vol. 30(2): 93-97.
32. Dolan S.L., Tziner A., "Implementing Computer-based Automation in the Office: A Comparative Study of Experienced Stress, **Journal of Organizational Behavior**, Vol 9 1988: 183-187.
33. Arsenault A., Dolan S.L., Van Ameringen M.R., "An Empirical Examination of the Buffering Effects of Social Support on the Relationships between Job Demands and Psychological Strain", in Cook D.S., Beutell, N.J., (eds.): **MANAGERIAL FRONTIERS: THE NEXT TWENTY-FIVE YEARS**, (Proceedings of the Eastern Academy of Management), Washington, D.C. 1988:16-18.

## 1989

34. Dolan S.L., Bannister B., "Employee Honesty Testing: Management's Big Gamble", **International Journal of Management**, 1989, Vol 6(1):100-106.
35. Morin D., Dolan S.L., "L'affect en gestion des ressources humaines: le cas de l'évaluation du rendement" in : Goguelin P., (ed.): **PSYCHOLOGIE DU TRAVAIL: NOVEAUX ANEUX DEVELOPPEMENT DE L'HOMME AU TRAVAIL ET DEVELOPPEMENT DES ORGANISATIONS**. Paris, EAP, 1989 : pp. 926-937.

## 1990

36. Dolan S.L., Hogue V.P., Harbottle J., "L'évolution des tendances en gestion des ressources humaines au Québec", in Blouin R. (ed.) 25 YEARS OF INDUSTRIAL RELATIONS IN QUEBEC. Montréal, Yvon Blais Inc.1990: 777-789.
37. Dolan S.L., "Case Illustration of Proneness to Stress among Hospital Workers", in Miller L.E., Seltzer J.,(eds.): INNOVATIONS IN RESEARCH AND TEACHING (Proceedings of the twentyseven annual meeting of the Eastern Academy of Management). Philadelphia. EAM, 1990: 308-311.
38. Leonard C., Dolan S.L., Arsenault A., "Stability and Variability of two Common Measures of Absence", Journal of Occupational Psychology, 1990, vol. 63: 309-316.

## 1991

39. Dolan S.L., Tziner A., "The Assessment Center revisited: Critical Evaluation of Philosophy, Theory, Instruments and Practices" in Herd A.M., Ferris W.P., (Eds): **Empowerment in the Workplace and Classroom** (Proceedings of the Twenty-Eighth Annual Meeting of the Eastern Academy of Management). EAM, Hartford, Conn. 1991: 170-173.
40. Van Ameringen M.R., Corbin S., Dolan S.L., Arsenault A., "Lack of Professional latitude and Role Problems as Correlates of Propensity to Quit amongst Nursing Staff in Quebec Hospitals", **Proceedings of the Second International Conference on Work Values**. ISSWOW, Prague, 1991: 63-71.
41. Arsenault A., Dolan S.L., van Ameringen M.R., "Stress and Mental Strain in Hospital Work: Exploring the relationship beyond Personality", **Journal of Organizational Behavior**, Vol. 12, 1991: 483-493.
42. Dolan S.L. "Critical Issues in the Management of Human Resources in the 90s", **Human Resources (Israel)**, Vol. 4(44), 1991: 8-13. (In Hebrew).

## 1992

43. Dolan S.L., van Ameringen M.R., Arsenault A., "The Role of Personality and Social Support in the etiology of workers' Stress and Psychological Strain ", **Industrial Relations (Canada)**, Vol. 47(1), 1992: 125- 139.
44. Dolan S.L., Renaud S., "Individual, Organizational and Social Determinants of Managerial Burnout: A Multivariate Approach", **Journal of Social Behavior and Personality**, Vol. 7(1), 1992: 95-110.
45. Dolan S.L., van Ameringen M.R., Corbin S., and Arsenault A., "Lack of Professional latitude and Role Problems as Correlates of Propensity to Quit amongst Nursing Staff", **Advanced Nursing**, 1992 (17): 1455- 1459.

## 1993

46. Tziner A., Reid A., Dolan S.L., "Les centres d'évaluation: une revue critique de quelques thèmes fondamentaux", **Psychologie Canadienne/Canadian Psychology**, Vol 34(1), 1993: 110-120.

## 1994

47. Dolan S.L., "Stress Intervention and Assessment: An Account of two Experiences: in Korman A. (Ed.) **Human Dilemmas in Work Organizations** (SIOP: The Professional Practice Series). The Guilford Press. NY 1994: 37-57.
48. Dolan S.L., Zeilig P., " Occupational Stress, Emotional Exhaustion and propensity to Quit amongst Female Accountants: The Moderating Role of Mentoring", Proceedings of the 1994 **Annual Conference of the Administrative Sciences Association of Canada**, Vol. 15(9), 1994: 124-133.
49. Balkin D., Dolan S.L., "Rewarding Team quality: Contributions in the Canadian Telecommunications Industry: The case of Bell Canada" **Proceedings of the Fourth International Conference on Work Values** (Research and Managerial Applications), in, Borg I. & Dolan S.L., (eds.), ISSWOV, Barcelona, 1994: 1-10.
50. Belout A., Dolan S.L., L'évaluation des directions des ressources humaines par l'approche Multiple- Constituency : une étude empirique, **Actes du Congrès de L'Institut de l'Audit Social de Paris (IAE)**, Aix-en- Provence, 1994:

## 1995

51. Dolan S.L., Morin D., "The Effect of Rater-Ratee Relationship on Ratee Perceptions of the Appraisal Process", **The International Journal of Management**, 1995, Vol. 12(3): 337-351.
52. Dolan S.L., "Individual, Organizational and Social Determinants of Managerial Burnout: Theoretical and Empirical Update", in Perrewe P. (ed.): **Occupational Stress: A Handbook**. New York, Taylor & Francis 1995:223-238.
53. Dolan S.L., Cannings C., "Professional and Organizational Values in Human Resource Management", **International Journal of Management**, 1995, Vol. 12(4): 520-529.
54. Dolan S.L., Forgues K. and Balkin D., "Selected Aspects of Compensation, TQM and Organizational Success: Defining and Enlarging the Agenda", Proceedings of the 1995 Annual Conference of the Administrative Sciences Association of Canada, 1995, Vol. 16 (9): 61-68.
55. Dolan S.L., Grégoires C., and Belout A., "The Effectiveness of Human resources departments in the Quebec Pulp and Paper Industry: A Multiple Constituency Perspective", Proceedings of the 1995 Annual Conference of the Administrative Sciences Association of Canada.,

## 1996

56. Belout A., Dolan S.L., L'évaluation des directions des ressources humaines dans le secteur public Québécois par l'approche Multiple-Constituency, *Relations Industrielles - Industrial Relations*, 1996,51(4): 726-755).

## 1997

57. Dolan S.L., Belout A., "Assessing Human resource Effectiveness: The Emergence of the Stakeholder Approach", *The HRM Research Quarterly*, 1997 Vol. 1 (1).
58. Balkin D., Dolan S.L., Forgue K., "Rewards for Team Contributions to Quality", *Journal of Compensation and Benefits. July- August, 1997.*
59. Belout A., Dolan S.L Grégoires C., L'efficacité des directions des ressources humaines selon l'approche des constituantes multiples: une étude comparée des secteurs public et privé canadiens, *Revue canadienne des sciences de l'administration - Canadian Journal of Administrative Studies*, December 1997.

## 1998

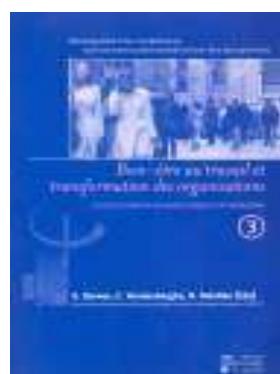
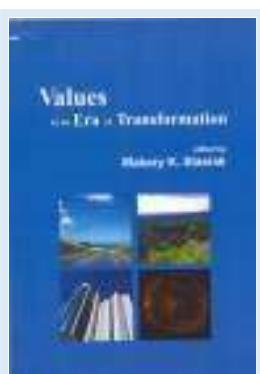
60. Dolan S.L., Garcia, S., Martin A., "Communicating Corporate Values : What can we learn from the corporate web pages?", Proceedings of the 6th International Conference on Work Values, Konard A. (ed.), Istanbul, July 1998 : pp 48-52.
61. Dolan S.L., Gosselin, E., "Job satisfaction and Life Satisfaction: Analysis of a Bi/Directional Model with Social Demographic Moderators ", Proceedings of the 6th International Conference on Work Values,Konard A. (ed.), Istanbul, July 1998 : 53-58.
62. Dolan S.L., Belout A., Valle R., " Stakeholder Approach to Measure Human Resource Effectiveness : An Assessment and Commentary", Proceedings of the Conference on International Human Resource Management , Weber W., Festing M, Kabst R. (eds), Germany 1998.

## 1999

63. Garcia S., Dolan S.L., Navarro C., « La dirección por valores para animar la empresa en entornos turbulentos », *Duesto Harvard Business Review*, May/June 1999:78-89.
64. Dolan S.L., Garcia S., " Managing by Values in the Next Millennium: Cultural Redesign for Strategic Organizational Change", *ISSWOW Newsletter* 1999, Vol. 11(1, 1): 8-15.

## 2000

65. Valle R., Martin, F., Romero P.M., Dolan S.L., "Business Strategy, Work Processes and Human Resource Training : Are they Congruent? ", **Journal of Organizational Behavior**, 2000 , Vol. 21 (3):283-297.
66. Dolan S.L. Belout A., Balkin D., Downsizing without Downgrading: Learning how Firms Manage Their Survivors, **International Journal of Manpower**, 2000: 21(1) 34-46.
67. Belout A., Saba T., Dolan S.L., "Trends and Emerging Values in Human Resource Management: The Canadian Scene", in Koslowsky M., Stashevsky S., (Eds): WORK VALUES AND ORGANIZATIONAL BEHAVIOR: TOWARDS A NEW MILLENIUM (**Proceedings of ISSWOB 7th Bi-Annual Conference**), Jerusalem, 2000: 43-50.
68. Dolan S.L., Gosselin E., Belout A., "On-the job, off-the job satisfaction and psychological well being: The moderating Effect of Personality Traits such as Neuroticism and Extraversion", in Koslowsky M., Stashevsky S., (Eds): WORK VALUES AND ORGANIZATIONAL BEHAVIOR: TOWARDS A NEW MILLENIUM (**Proceedings of ISSWOB 7th Bi-Annual Conference**), Jerusalem, 2000: 101-107.
69. Dolan S.L., "Trends and Emerging Values in Human Resource Management: Global and Trans Cultural Perspective (Introduction, Summary and Conclusions)", in Koslowsky M., Stashevsky S., (Eds): WORK VALUES AND ORGANIZATIONAL BEHAVIOR: TOWARDS A NEW MILLENIUM (**Proceedings of ISSWOB 7th Bi-Annual Conference**), Jerusalem, 2000: 95-100. 2001
70. Schuler R.S, Dolan S.L., Jackson, S., (Guest Editors – Special Issue): "Trends and Emerging Issues in Human Resource Management: Global and Trans Cultural Perspectives", Introduction, **International Journal of Manpower**, 2001, Vol 22 (3): 195-197.
71. Belout A., Dolan S.L., Saba T: "Trends and Emerging Values in Human Resource Management: The Canadian Scene", **International Journal of Manpower**, 2001, Vol 22(3): 207-215.
72. Martin F., Romero P.M., Valle R., Dolan S.L., CORPORATE BUSINESS STRATEGY CAREER MANAGEMENT AND RECRUTEMENT: DO SPANISH FIRMS ADHERE TO A CONTINGENCY MODE? **Career Development International**, Vol. 6 No.3 (2001): 149-155.



## 2002

73. Dolan S.L., Garcia S., Managing by Values: Cultural redesign for strategic organizational change at the dawn of the 21st century, **Journal of Management Development**, Vol 21 (2), 2002: 101-117.
74. Dolan S.L., Diez M., Fernandez M., Martin A., Martinez S., "Life/Work Values and National Stereotyping vs. Individual Differences: Implications for Studying Universal Culture in Organizations" in Sagie A. Stasiak M. (eds) **Work Values and Behavior in an Era of Transformation**, (Proceedings of the 8th bi-annual conference of ISSWOW) Academy of Humanities and Economics, Lodz, Poland, 2002:89-96.
75. Dolan S.L., Templer A., Valle R., "HRM strategy, business strategy and shifting career values in an emerging global economy: NORTH AMERICAN AND SPANISH PERSPECTIVES " in Sagie A. Stasiak M. (eds) **Work Values and Behavior in an Era of Transformation**, (Proceedings of the 8th bi-annual conference of ISSWOW) Academy of Humanities and Economics, Lodz, Poland, 2002: 492-498.
76. Dolan S.L., Cabezas C., Garcia S., "Quality of professional life amongst primary health care personnel: Test of psychometric properties and preliminary results", " in Sagie A. Stasiak M. (eds) **Work Values and Behavior in an Era of Transformation**, (Proceedings of the 8th bi-annual conference of ISSWOW) Academy of Humanities and Economics, Lodz, Poland, 2002: 97-101.
77. Belout A., Dolan S.L., Cerdin, J.L. Le «commitment» organisationnel : du management rationnel au management par circonstances. Une étude de cas globale du downsizing dans le secteur public canadien et français, in : Thibaut DUVILLIER, Jean-Louis GENARD & Alexandre PIRAUTX, préface d'Alain ERALY (ed): **La motivation au travail dans les services publics (MOTIVATION AT WORK IN THE PUBLIC SECTOR)**. L'Harmattan, Paris, 2002: 403-428.
78. GOSSELIN, E., DOLAN, S.L., « Identifier les rapports entre la satisfaction au travail et celle hors travail : vers un modèle polymorphique de la relation ». Chapitre dans : Roland Foucher, André Savoie et Luc Brunet (éditeurs): **Concilier performance organisationnelle et santé psychologique au travail. Pistes de réflexion et d'action**. Société québécoise de psychologie du travail et des organisations (SQPTO), Montréal, 2002 :
79. Belout A., Cerdin, J.L., Dolan S.L., Le "commitment" organisationnel face au « downsizing » : vers quelles stratégies de GRH ? **Actes du XIII Congrès annuel de l'AGRH** (Gestion des ressources humaines et stratégie) : TOM 1, Nantes, Novembre 2002 :163-178.
80. Garcia S., Dolan S.L., Navarro C., "La construcción del alma de la empresa: visión, misión, y valores compartidos", in: **MANAGEMENT ESPANOL: LOS MEJORES TEXTOS** (Preface by Isidoro faine), Barcelona, Ariel Empresa, 2002: 247- 265.

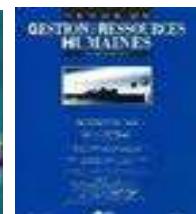
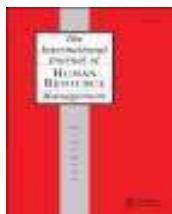


## 2003

81. GOSSELIN, E., DOLAN, S.L., "Stress perçu et registres de satisfaction : examen du rôle inhibiteur/facilitateur des facteurs de personnalité », in Karnas G. VandenbergheN., Delobbe N., (eds.): **Bien-être au Travail et transformations des organisations, (Actes du 12 congrès de psychologie du travail et des organisations)**, Vol 3, 2003: 69-78 , UCL, Presse Universitaires de Louvain.
82. DOLAN S.L., Garcia S., Auerbach A., Understanding and Managing Chaos in Organizations“, **International Journal of Management**, 2003, Vol 20(1) 23-36.
83. Dolan S.L., Díez Piñol M., Cannings K. Psicotoxicología de la vida laboral: el caso del personal médico de Suecia, **Psicología de trabajo y las organizaciones**, 2003 Vol 19(2): 117-133.
84. Dolan, S.L., Díez Piñol, M., Knoppen D., "Strategic Human Resource Management, Organizational Values and Corporate Strategy Fulfillment: Preliminary Empirical Analysis based on a Contingency Model", **Proceedings of the 7th International Conference on HRM**, M. Morley Ed. Limerick, Ireland, June 2003.
85. Dolan S.L., Sierra V., Mach M., Obeso C., HRM AND ORGANIZATIONAL EFFECTIVENESS: IS HRM ADDING ECONOMIC VALUE TO THE FIRM? Exploratory findings based on the Spanish CRANET Study, **Proceedings of the 7th International Conference on HRM**, M. Morley Ed. Limerick, Ireland, June 2003.
86. Dolan S.L., Díez Piñol M., Exploring the structure of work values and life values from a cultural diversity perspective: the case of future managers. **Proceedings of the E. Academy of Management Global Economy X: "Nations, Regions, and Globalism: tensions and Opportunities"**. Vernon H (ed.), Porto, Portugal 2003.
87. Dolan S.L., Díez Piñol M., Fernández Alles, M., Martín Prius, A., Martínez Fierro, S., Life/work values: Test of a universal single national culture versus diverse sub-cultures, in Stasiak M. "VALUES IN AN ERA OF TRANSFORMATION" , **Academy of Humanities and Economics**, Lodz, 2003: 113-135.

## 2004

88. Tzafrir S., Dolan S.L, Trust-ME: A scale for measuring manager-employee trust, **Management Research :( The Journal of the Iberoamerican Academy of Management)** Spring 2004, Vo. 2(2): 115-132.
89. Dolan S.L., Díez Piñol M., Fernández Alles, M., Martín Prius, A., Martínez Fierro, S., "Exploratory study of within-country differences in work and life values: the case of Spanish business students **International Journal of Cross Cultural Management (SAGE Publication)** 2004 Vol 4(2):157-180.



## 2005

90. Tzafrir S., Harel G.H., Baruch Y., Dolan S.L., The Consequences of Emerging HRM Practices for Employees Trust in their manager”, Personnel Review, 2005, 33 (6): 628-647.
91. Dolan S.L., Mach M., Sierra V., “HR contribution to a firm’s success examined from a configurational perspective: An Exploratory Study Based on The Spanish CRANET Data” Management Review (The international Review of Management Studies), 2005(2): 272-290
92. Dolan S.L., Quick J.C. (eds.) Special Issue: “Introduction to Careers, Stress, and Mental Health in the Twenty-first Century, Career Development International, 2005 Vol 10 No. 5: 345-346.
93. Shmueli-Gabel R., Dolan S.L., Cerdin J.L. Emotional Intelligence as Predictor of Cultural Adjustment for Success in Global Assignments, Career Development International 2005 Vol 10 No. 5: 375-395.
94. Dolan S.L., Tzafrir S., Baruch Y., Testing the causal relationships between procedural justice, trust and organizational citizenship behavior, Revue de gestion des ressources humaines,, Vol. 14, No. X, 2005:79-89.
95. Dolan S.L., La inteligencia emocional, una habilidad para el éxito de los directivos globales, in: Management Knowledge Innovation 2005 (como crear capacidades de aprendizaje y emprendizaje. Claster conocimiento, Bizkaia: 24-28 (ISBN 8496543-11-0).

## 2006

96. Dolan S.L., Richley B., Management By Values (MBV): A New Philosophy for a new economic order, in Coats P (ed.) **Handbook of Business Strategy**, 2006: 235-238.
97. Knoppen D., Dolan S.L., Pinol-Diez M., Bell, R., A triangulation analysis of Value congruency in corporate Spain: American dream or Spanish reality? **The International Journal of Human Resource Management**, 2006: 17(3): 539–558.
98. Kusyk S., Dolan, S. Diez, M. Hacia una nueva cultura de la seguridad y salud en las pymes del sector de la construcción: un camino más allá de la Ley”, **REVISTA DE TRABAJO Y SEGURIDAD SOCIAL**, Recursos Humanos, Vol 30 No. 278, mayo 2006: 17-38.
99. Dolan S.L., Acosta-Flamma C. Values and propensity to adopt new HRM web- based technologies as determinants of HR efficiency and effectiveness: a firm level resource-based analysis, in Braun M Mohler P- (Ed) **BEYOND THE HORIZON OF MEASUREMENT**, Zuma, Mannheim. 2006: 85-104.



## 2007

100.Morin. D., Hains V., Dolan S.L. L'approche par objectifs, Chapitre 5 in St.Onge S., Hains V., (eds) : Gestion des performances au travail : Bilan des connaissances. De Boeck, Belgium (2007) : 215-250.

101.Albrecht Chad, Albrecht Conan & Dolan Simon, Financial fraud: the how and why, "European Business Forum", Issue 29, Summer 2007: 35-39.

## 2008

102.Dolan S.L., Garcia S., Cabeza C., Tzafrir S., Predictors of "quality of work" and "poor health" amongst primary health-carepersonnel in Catalonia: Evidence based on cross sectional, retrospective and longitudinal design ", **International Journal of Health Care Quality Assurance**, Vol 21 (3) 2008: 203-218.

103.Dolan S.L., Richley B., Garcia S., Lingham T., A Tri-Axial Model of Managing By Values (MBV): Culture Reengineering for Managing Organizational Complexity in a Global economy, "**European Business Forum**", Spring 2008.

104.M. Diez-Pinol, S. L. Dolan , V. Sierra and Kathleen Cannings "Personal attributes and work demands as determinants of well-being among Swedish physicians: identifying Configurations That Lead to Burnout and Vigor **International Journal of Health Care Quality Assurance**, Vol 21 (6) 2008:598-610.

105.Albrecht C., Albrecht C., Dolan S.L., Malagueno R., "Financial statement fraud: learn from the mistakes of the u.s. or follow in the footsteps of its errors", **Corporate Finance Review**, Volume 12, Number 4 , Jan/Feb, 2008: 5-13 ; Also Published in "Internal Auditing", March-April 2008: 30-37. Thompson

106.Zhang Y., Dolan S.L., Sánchez Vidal: "Learning from Subsidiaries: The case of Spanish Firms in China", **International Business: Research, Teaching and Practice: The Journal of the Southeast USA Academy of International Business**, Vol 2(1) 2008: 85-99.

107.Dolan S.L., Garcia S.: »"Rediseño cultural y la dirección por valores". In Construyamos el cambio – perspectiva del quehacer ético, antología. Poder Judicial, San José, Costa Rica. 2008: 111-146.

108.Diez Pinol M., Dolan S.L. Burnout vs. Vigor profesional: Análisis configuracional de las características sociolaborales e individuales protectoras en médicos catalanes, **Revista de psiquiatría de Uruguay**, 2008; 72(2):169185.

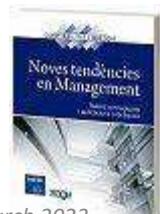


## 2009

- 109.Dolan S.L., La cultura corporativa: el caso de la dirección por valores, en Villafane J (ed): La comunicación empresarial y la gestión de los intangibles en Espana y Latinoamerica. **Informe Anual** 2009, Pearson –Prtentice Hall 103115
- 110.Dolan S.L., Raich M The great transformation in business and society: reflections on current culture and extrapolation for the future, **Cross Cultural management: An International journal**. 2009: Vol 16(2): 121-130
- 111.Zhang Y., Dolan S.L., Lingham T., Altman Y., The strategic role of human resources in China's emerging market: A comparative case analysis of Spanish firms in China", **MOR- Management and Organization Review**, 2009: 5(2) : 195-222
- 112.Raich M., Dolan S.L., "Beyond the transformation in Business and Society", **Enterprise Science Quaterly** (in Polish: **Kwartalnik Nauk o Przedsiębiorstwie**), 2009, 3 (12): 28-33
- 113.Zhang Y., Dolan S.L., Zhou Y., "Management by values: A theoretical Proposal for strategic Human resource Management in China", **Chinese Management Studies**, 2009, Vol 3 (4): 272-294

## 2010

- 114.Dolan S.L., Parada M.J., "La gestión de recursos humanos y las políticas de provisión de cargos directivos en la EMN española", **ESADE Secundo Informe anual del Observatorio de la Empresa Multinacional Española (OEME)** , Capítulo 5, 2010: 190-211
- 115.Dolan S.L., El Alaaoui el Wahidi M., "Comment créer des organisations éthiques ? in : Bry F., Igalels J., Peretti J.M. (eds) **Éthique et Responsabilité Sociale**. Paris, EMS, 2010: 273-280
- 116.Mach M., Dolan S.L., Tzafrir S, The differential effect of team members' trust on team performance: The mediation role of team cohesion, **Journal of Occupational and Organizational Psychology**, 2010-Vol 83 (3) 2011: 771-794
- 117.Dolan S.L., Raich M., La gestión de las personas y los recursos humanos en el siglo XXI: cambio de paradigmas, roles emergentes, amenazas y oportunidades, en la **Revista de Comptabilitat i Dirección**, 2010 (10): 35-52



## 2011

- 118.Dolan S.L. Bejarano A., Tzafrir S., Exploring the moderating effect of gender in the relationship between individuals' aspirations and career success among engineers in Peru **International Journal of Human Resource Management, Vol 22 (13-15) August-September 2011:** 3146-3167
- 119.Gonzales R.M. Mach M., Dolan S.L., El absentismo laboral en las empresas manufactureras: Una aproximación cualitativa , **Revista de Trabajo y Seguridad Social**, 2011: núm. 338, págs. 165-190
- 120.Grau M. Dolan S.L. Tendencias de cambio en los valores organizacionales: del pragmatismo al desarrollo y la ética, **Boletín de Estudios Económicos/ Journal of Economic Studies, 2011**, vol.66 no.203: 351-360)

## 2012

- 121.Tzafrir S., Ben-Gal H., Dolan S.L., "Exploring the aetiology of positive stakeholder behavior in global downsizing," in Cooper C., Pandey A., Quick J. (eds) **Downsizing - Is less still more?** 2012, Chapter 13: 389-417. Cambridge Companions to management, Cambridge University Press
- 122.Gabel Shemueli R., Dolan S.L., Do emotions matter? The role of emotional intelligence competences in cross-cultural adjustment for international assignment, **Management Research: the Journal of the Iberoamerican Academy of Management**, 2011: 9(3): 207-229 Paper received a distinguished best paper award for 2012 by Emerlad. Ceremony was held at Boston during the academuy of management conference (August 2012)
- 123.Dolan S.L. Altman Y., (2012) "Managing by Values: The leadership spirituality connection", **People & Strategy Journal, 35 (4) : 21-26**
- 124.Bao Y., Dolan S.L., (2012) "Sharing the culture: Embedding storytelling and ethics in the process of culture change management", **Journal of Management and Change** , 29(1): 8-21
- 125.Dolan S.L. Burke, R J.; Fiksenbaum, L., (2012) Predictors of the decision to retire among nurses in Spain", International Journal of Nursing, 2012 Vol 1(2):25-32  
<http://ijnonline.com/index.php/ijn/issue/current/showToc>



## 2013

- 126.Dolan S.L. Raich M. Coaching by Values, Entrepreneurship and Care: A framework for reengineering an innovative and sustainable culture, **Kindai Management Review**, 2013 Vol. (1): 80-88
- 127.Yuanjie Bao, Rebekka Vedina, Scott Moodie, Simon Dolan : The effect of value congruence on individual and organizational well-being outcomes: An exploratory study among Catalan nurses, **Journal of Advanced Nursing**, 2013 March Vol 69(3): 473-497
- 128.Simon L. Dolan & Paulo Hayashi Jr. " Talenting: Framework and Metaphors for a New Processual Approach to Talent Management, **THE EUROPEAN BUSINESS REVIEW**, July-August 2013: 54-58
- 129.Gabel-Shemueli R., Yamada, G., Dolan, S.L. "Lo que vale el trabajo en el sector público: El Caso de los valores organizacionales en el sector público en Perú", **Journal of Work and Organizational Psychology/ Revista de Psicología del Trabajo y de las Organizaciones**, 2013,29 (2): 83-90 <http://www.copmadrid.org/webcopm/resource.do?recurso=psicologiadetrabajo>
- 130.Eisler R., Dolan S.L., Raich M., Leading towards change of Ethics and Caring: Resisting Temptation and Reaping the Benefits, **THE EUROPEAN BUSINESS REVIEW**, November
- 131.Dolan S.L. (Guest Special Issue Editor): Values Across Cultures (VAC) Mapping Differences and Strengths in the Public-Sector, **CrossCultural Management – An International Journal**, Vol 20(4) 2013: 495-640. Editorial Note: 497-501



## 2014

- 132.Burke R., Dolan S.L. Fiksenbaum L., (2014) "Partfull-time work: An empirical evidence-based case of nurses in Spain", **Evidence-based HRM**, Vol 2 (2): 176-191
- 133.Moodie S., Dolan S.L., Burke R., (2014) Exploring the causes, symptoms and health consequences of joint and inverse states of work engagement and burnout, **Management Research: The Journal of the Iberoamerican Academy of Management**, Vol. 12 Iss: 1, pp.4 - 22
- 134.Dolan S.L., Vedina R., (2014) "Elder employee's well-being following organizational restructuring: Testing the direct and the moderating effects amongst Spanish workers", **Journal of Workplace Behavioral Health**, Taylor & Francis group Vol 29(2): 143-174
- 135.Dolan S.L Altman Y., Capell B., Raich M. Embedded Values and Induced Spirituality in Management Education: The case of two successful Business Schools in Barcelona, **The European Business Review**, September-October 2014:68-73
- 136.Gabel-Shemueli R., Dolan S.L., Suarez Ceretti, Being Engaged: The Multiple Interactions Between Job Demands And Job Resources And Its Impact On Nurses Engagement, **International Journal Of Nursing**, VOL 3(2) 2014: 17 -32
- 137.Brillo J., Dolan S.L., Kawamura K., (2014) "Coaching by sustainable Innovational Values (CSIV): The 40-30-30 TriIntersectional Model of Values, **Effective Executive**, 2014, Vol XVII (4): 7-18



International Journal of Nursing

Peer Reviewed | Open Access | Free Online Journal | [www.ijonline.com](http://www.ijonline.com)

Published Biannually | ISSN: 2379-0195

## 2015

- 138.Albrecht C., Holland, D., Malagueno R., Dolan S.L. & Tzafrir S. (2015), The Role of Power in Financial Statement Fraud Schemes, *Journal of Business Ethics*, 131 (4), 803-813  
<http://link.springer.com/article/10.1007/s10551-013-2019-1>
- 139.Dolan S.L. Capell B., Training, Education and Development of Staff, *Sage Encyclopedia of Quality and the Service Economy*, Su Mi Dahlgaard Park (editor). September 2015: 815-819  
<http://www.sagepub.com/books/Book239398>
- 140.Dolan S.L., Gabel-Shemueli R., *Organizational Psychology*, *Sage Encyclopedia of Quality and the Service Economy*, Su Mi Dahlgaard Park (editor). September 2015: 476-479
- 141.Halutz ben Gal H., Tzafrir S., Dolan S.L., Actionable Trust in Service Organizations: A Multi - Dimensional Perspective, *Journal of Work and Organizational Psychology*, 2015: 31 (1), pp. 31-39.
- 142.Gabel R. Dolan S.L. Canhilal K., Antecedent Factors for Success in International Assignments: The Case of Expatriates in Peru, *Journal of Global Mobility*, 2015: Vol 3(4): 378396
- 143.Dolan S.L. Makarevich A., Kawamura K., ARE YOU—AND YOUR COMPANY—PREPARED FOR THE FUTURE OF WORK IN TOMORROWLAND? ASSESSING YOUR LEVEL OF PREPAREDNESS IN 10 KEY DOMAINS, *The European Business Review*, July-August, 2015; 4-12
- 144.Brillo J., Kawamura K., Dolan S.L., Fernandez X.M. , Managing by Sustainable Innovational Values (MSIV): An asymmetrical culture reengineering model of values embedding user innovators and user entrepreneurs *Journal of Management and Sustainability*, 2015: Vol 5 (3): 61-73
- 145.Dolan S.L., Values , Spirituality and Organizational Culture, *Developing Leaders Quarterly*, October-November 2015 Issue 21: 22-27
- 146.Capell B., Dolan S.L., Tzafrir S., (2016) The Disclosure of Concealable Stigmas: Analysis Anchored in Trust, *Cogent Psychology* (2016), 3: 1121066



## 2016

- 147.Liran A., Dolan S.L., (2016) VALUES, VALUES ON THE WALL, JUST DO BUSINESS AND FORGET THEM ALL: WELLS FARGO, VOLKSWAGEN AND OTHERS IN THE HALL, **The European Business Review** (October –November ): 13-20
148. Makarevich A., Acosta-Flamma C., Dolan S.L. (2016) The Missing Puzzle Piece: How Action Learning can solve the challenge of Talent Development and Talent Sourcing. **The European Business Review** May-june 2016 : 4451
- 149.Dolan S.L. Managing by values – if you are not spiritual, how can you inspire? Interview by Santiago Ibarreche, **Management Research: Journal of the Iberoamerican Academy of Management**, (2016): Volume: 14 Issue: 2: , 2016: 188-207
- 150.Dolan S.L. (2016) Reflections on Leadership, Coaching and values: A framework for understanding the consequences of value congruence and incongruence in organizations and a call to enhance value alignment, **The Study of Organizations and Human Resource Management Quarterly**, July, Vol 2(1):56-74

## 2017

- 151.Gabel-Shemueli R., Dolan S.L., Suarez Ceretti A., (2017) Work Conditions and Engagement among nurses in Uruguay, **Academia Revista Latinoamericana de Administracion**, Vol 30(1):59-71
- 152.Capell B., Tzafrir B., Enoch G., Dolan S.L. (2017 ) Explaining the Disclosure of Sexual and Gender Minorities: The Role of Trust Embedded in Organisational Practices", **Organization Studies** June 2017 , online at: <http://journals.sagepub.com/doi/full/10.1177/0170840617708000>
- 153.Liran A., Dolan S.L., (2017) United Airlines, Artificial Intelligence, and Donald Trump: Reawakening Values in the Era of Fake Service, Fake Reality, and Fake News, **The European Business Review** , June-July (<http://www.europeanbusinessreview.com/united-airlinesartificial-intelligence-and-donald-trump-reawakening-values-in-the-era-of-fake-service-fakereality-and-fake-news/>)
- 154.Raich M., Dolan S.L. Ulrich D., Cisullo C., (2017) GLOOM vs. BLOOM OF THE FUTURE OF WORK: CAN WE CHART A POSITIVE ROADMAP? **The European Business Review**, September-October ,2017:12-24
- 155.Dolan S.L., (2017) Reflections on leadership, values, and the enhancement of talent management in the Public Administration, **EPM – European Public Mosaic**, No. 3, December
- 156.Gur, Amit; Tzafrir, Shay; Zatzick, Christopher; Dolan, L. Simon; Iverson , Roderick, Antecedents of customer aggressive behavior against healthcare employees, **Management Research: Journal of The Iberoamerican Academy of Management**, Vol. 15, nº 2, 01/2017, p. 207 – 226 (Received the Outstanding Paper award for 2018)



Simon L. Dolan: March 2023



## 2018

- 157.Raich M., Dolan S.L. Ulrich D., Cisullo C., (2018) Insights into the transformation of business in the cyber-age. **The European Business Review**, March 16, 2018 (<http://www.europeanbusinessreview.com/insights-intothe-transformation-of-business-in-the-cyber-age/>)
- 158.Raich M., Dolan S.L., (2018) Higher Education and Life-Long Education in the New Landscape of Work. *Edukacja I Dialog* (Polish Journal) . May-June 2018: 30-38

## 2019

159. Mario Raich, Simon L. Dolan, Paweł Rowiński, Claudio Cisullo, Courtney Abraham and Jan Klimek (2019) RETHINKING FUTURE HIGHER EDUCATION, **The European Business Review**, January-February 2019
- 160.Kristine Marin Kawamura, Simon L. Dolan (2019)" MBSIV: A framework for creating a sustainable innovation culture ", **The European Business Review**, May-June 2019
- 161.Anat Garti and Simon Dolan (2019) "Managing by Values" (MBV): Innovative tools for successful micro behavioural conduct **The European Business Review**, November
- 162.Mario Raich, Simon L. Dolan, Claudio Cisullo and Bonnie A. Richley, (2019) Beyond Collaborative Intelligence we can see a Meta-Mind Society Surfacing and we can Dream of a Ω-Mind? **The European Business Review**, September

## 2020

- 163.Mario Raich, Simon L. Dolan, Dave Ulrich, and Claudio Cisullo (2020) The Cyber-Organization and the New World of Work: Advocating a twin governance and collaborative intelligence solution for overcoming a constant disruptive business context, **The European Business Review**, March-April.
- 164.Simon L. Dolan and Salvador Garcia: Covid-19, Stress, Self-Esteem, Values, and Psychological Well-being: How to assess risks of becoming depressed, anxious, or suicide prone? **The European Business Review** , May.
- 165.Simon L. Dolan "An Open Letter to Researchers Studying the Coronavirus (COVID-19), **The European Business Review**, March



## 2021

- 166.Aanat Garti and Simon L. Dolan “Using the Triaxial Model of Values to Build Resilience in a COVID-19 VUCA World”, **The European Business Review**, January
- 167.Simon Dolan, Steven Hawkins, Chad Albrecht, and Bonnie Richley “ Raising the Ethical Bar: Ethical Audits and Positive Culture Transformation”, **The European Business Review**, January.
- 168.Mario Raich, Simon L. Dolan, Dave Ulrich, and Claudio Cisullo “Human Uniqueness at The Dawn of Intelligent Machines”, **The European Business Review**, July.
- 169.Simon L. Dolan and Sara Martinez-Espejo “Breakthrough or Breakdown? Diagnosing chronic stress and risk factors in elite athletes in view of preventing meltdowns and enhancing top performance”**The European Business Review**,
- 170.Simon L. Dolan and Mario Raich “A Voyage into Premature Aging: The Role of Chronic Stress and its Principal Correlates”, **The European Business Review**, November

## 2022

- 171.Simon L. Dolan and Kyle M. Brykman, “The Use of Dopamine to Enhance Resilience in a Post COVID-19 Era: Lessons from Recent Discoveries in Neuroscience that Helps Sustain Vigilance and Productivity in Life and Work” **The European Business Review**, January
172. Ana Perez Luno, Miriam Diez Pinol and Simon L. Dolan “Exploring High vs. Low Burnout amongst Public Sector Educators: COVID-19 Antecedents and Profiles”, **International Journal of Environmental Research and Public Health**, IJERPH Vol 19, Issue 2, <https://www.mdpi.com/1660-4601/19/2/780>
- 173.Mario Raich, Jan Klimek, Claudio Cisullo and Simon L. Dolan “THE ART OF LIFE DESIGN: An essay enabling voyage into the future”, **Kindai Management Review**, Vol 10, June-July
- 174.Mario Raich, Kristine M. Kawamura, Simon L. Dolan, Paweł M. Rowiński, Claudio Cisullo “ Towards a visionary prescriptive transformation of education: (Part I) : new paradigms, new reality and a distinct reflection, **The European Business Review**, JulyAugust
- 175.Mario Raich, Kristine M. Kawamura, Simon L. Dolan, Paweł M. Rowiński, Claudio Cisullo “ Towards a visionary prescriptive transformation of education: (Part II): new outlook , new educational curricula, and proactivity, **The European Business Review** September-October
- 176.Eric Gosselin, Simon L. Dolan, Jean -Francois Tremblay et Michel Bernard «L'esprit de la troisième vague de la gestion des carrières: nouveaux points de rencontre des besoins individuels et organisationnels », **Revue Ad Machina** (L'avenir de l'humain au travail) 21-12-22 Vol 6. DOI: <https://doi.org/10.1522/radm.no6.1511>



## 2023

- 177.Simon L. Dolan and Tom Dolan - “Frontiers in the Neurobiology of Values: New Challenges for Mental Health Professionals in the New Landscape of Work”, **The European Business Review**, January-February – 1 February 2023.
- 178.Javier S. Casademunt & Simon L. Dolan “THE RESILIENCE RINGS: A new neuropsychological framework for building resilience”, **The European Business Review**, 22 of March 2023
- 179.Simon L. Dolan, Kristine M. Kawamura, Mario Raich and Dave Ulrich “Imagining A Shared Journey into the Future of Work”, **The European Business Review**, May-June 2023 (forthcoming)
- 180.Kristine Kawamura, Mario Raich, Simon L. Dolan, Dave Ulrich and Claudio Cisullo “THE ART OF FUTURE DESIGN – Part I: Framing, Assessing, and Identifying Relevant Context, **The European Business Review**, May-June 2023 (forthcoming)
- 181.Kristine Kawamura, Mario Raich, Simon L. Dolan, Dave Ulrich and Claudio Cisullo “THE ART OF FUTURE DESIGN – Part II: Deployment, Wholeness Human Being, and the Case of Education”, **The European Business Review**, JulyAugust 2023 (forthcoming)

## ESADE Working Papers series

**ESADE working paper; nº 226** Coaching by values, entrepreneurship and care: A framework for reengineering an innovative and sustainable culture. Dolan, Simon Landau; Raich, Mario Barcelona: ESADE, 05/2012 Download at: <http://www.esadeknowledge.com/view/coaching-by-values-entrepreneurship-and-care-a-framework-forreengineering-an-innovative-and-sustainable-culture-57702>

**ESADE working paper; nº 233** Job demands, social support, work satisfaction and psychological well-being among nurses in Spain.

Ronald, Burke; Moodie, Scott William; Dolan, Simon Landau; Fiksenbaum, Lisa Working papers 07/2012

Download at: <http://www.esadeknowledge.com/view/job-demands-social-support-work-satisfaction-andpsychological-well-being-among-nurses-in-spain-59440>

**ESADE working paper; nº 234** Engagement vs. burnout: An examination of the relationships between the two concepts within the framework of the JDR model Moodie. Scott William; Dolan, Simon Landau; Burke, Ronald J. Barcelona: ESADE, 07/2012

Download at: <http://www.esadeknowledge.com/view/engagement-vs-burnout-an-examination-of-therelationships-between-the-two-concepts-within-the-framework-of-the-jdr-model-59442>

**ESADE working paper; nº 235** Well-being among elder employees in companies experiencing restructuring: The Spanish story. Vedina, Rebekka; Dolan, Simon Landau, Barcelona: ESADE, 07/2012

Download at: <http://www.esadeknowledge.com/view/well-being-among-elder-employees-in-companies-experiencing-restructuring-the-spanish-story-59460>

**ESADE working paper; nº 239** Value congruence in organizations: Literature review, theoretical perspectives, and future directions. Yuanjie Bao, Simon Dolan & Shay S. Tzafrir. Barcelona: ESADE, 09/2012

Download at: <http://www.esadeknowledge.com/view/value-congruence-in-organizations-literature-review-theoretical-perspectives-and-future-directions-60461>

**ESADE working paper; nº 241** Part-time versus full-time work: The case of nurses in Spain. Burke, Ronald J.; Dolan, Simon Landau; Fiksenbaum, Lisa Barcelona: ESADE, 02/2013

Download at: <http://www.esadeknowledge.com>

**ESADE working paper; nº 242** Predictors of the decision to retire among nurses in Spain Burke, Ronald J.; Dolan, Simon Landau; Fiksenbaum, Lisa. Barcelona: ESADE, 02/2013  
Download at: <http://www.esadeknowledge.com>

**ESADE working paper; nº 243** Talenting: Towards a new processual approach to talent management. Hayashi Junior, Paulo; Dolan, Simon Landau 02/2013 Barcelona: ESADE, 02/2013

Download at: <http://www.esadeknowledge.com/view/talent-ing-towards-a-new-processual-approach-to-talent-management-65360>

**ESADE working paper; nº 249** Explaining sexual minorities' disclosure: Analysis anchored on trust embedded in Legal & HR practices configuration. Capell, Ben; Dolan, Simon Landau; Tzafrir, Shay.

Download at: <http://www.esadeknowledge.com/view/explaining-sexual-minorities-disclosure-analysis-anchored-on-trust-embedded-in-legal-hr-practices-configuration-151660>

**ESADE working paper; nº 254** Children's Gamification and Storytelling as tools for Understanding and Instilling Values. Anat Garti & Simon L. Dolan

[http://proxymy.esade.edu/gd/facultybio/publicos/1396259785985\\_Children\\_s\\_gamification\\_and\\_storytelling\\_as\\_tools\\_for\\_understanding\\_and\\_instilling\\_values.pdf](http://proxymy.esade.edu/gd/facultybio/publicos/1396259785985_Children_s_gamification_and_storytelling_as_tools_for_understanding_and_instilling_values.pdf)

**ESADE working paper;** Coaching by Sustainable Innovational Values (CSIV): Portraying the case of the 40-30-30 tri-intersectional model, João Brillo, Simon L. Dolan, and Kristine Marin Kawamura <http://www.esadeknowledge.com/view/coaching-by-sustainable-innovational-values-csiv-the-40-30-30-tri-intersectional-model-of-values-156681>

## Recent SSRN statistics about Papers Downloads

### **AGGREGATE STATISTICS ON YOUR PAPERS**

Your Publicly Available (Scholarly and Other Papers) and Privately Available Papers on SSRN as of 18 October 2016 have:

**3,573 TOTAL DOWNLOADS  
458 DOWNLOADS IN THE LAST 12 MONTHS  
16,995 TOTAL ABSTRACT VIEWS**



**Congratulations Simon!**

You are currently in the top 10% of Authors on SSRN by all-time downloads.

Check out your all-new Personalized Rankings Page to see where you rank amongst other authors on SSRN.

## Studies & Professional Reports

- ❖ ETUDE SUR LE PROJET-PILOTE D'ATO-PATROUILLE A UN POLICIER, October 1984.
- ❖ ETUDE SUR LE SYSTEM D'EVALUATION DU RENDEMENT DES REALISATEURS DE RADIO QUEBEC, June, 1985
- ❖ ETUDE DES PRINCIPAUX RISQUES POUR LA SANTE ET LA SECURITE DES POLICIERS, March 1987 (With A. Arsenault & M.R. van Ameringen).

- ❖ THE IMPACT OF TECHNOLOGICAL CHANGE ON JOB EVALUATION (Study conducted for the Forest Products Industry), June 1988.
- ❖ LES EFFETS DE CERTAINES CONDITIONS DE TRAVAIL SUR LA SANTE PHYSIQUE ET MENTALE DES PILOTES MARITIMES, (With M.R. van Ameringen), June, 1988.
- ❖ REGIMES D'INCITATION DE GROUPE: AVANTAGES ET DESAVANTAGES CHEZ LES CADRES D'HYDRO QUEBEC, November 1988 (21 pp).
- ❖ VALIDITY AND RELIABILITY OF A BATTERY OF APPITUDE TESTS USED BY MARITIME EMPLOYERS ASSOCIATION, Expert Report for the superior court of Quebec, (25 pp), February, 1989.
- ❖ ETUDE SUR LE STRESS ET LA QUALITE DE VIE AU TRAVAIL CHEZ LES SUBSTITUTS DU PROCUREUR GENERAL DU QUEBEC (With M.R. van Ameringen), June 1989 68pp.
- ❖ EMPLOYEE ASSISTANCE PROGRAM: THEORY, PHILOSOPHY AND PRACTICE. Study prepared for the Royal Canadian Mounted Police (RCMP), External review Committee (With J. Wolpin), March 1990, 203 pp.
- ❖ THE ASSESSMENT CENTRE: PHILOSOPHY, THEORY, INSTRUMENTS AND PRACTICE (With Special reference to military setting). Study prepared for the Canadian Forces Personnel Applied Research Unit (with A. Tziner), March, 1990.
- ❖ SURVEY ON ABSENTEEISM IN THE CANADIAN PULP & PAPER INDUSTRY (September, 1991 and September 1992).
- ❖ PRACTICES AND POLICIES IN ENHANCING OCCUPATIONAL HEALTH & SAFETY FOR POLICE FORCES (with M.R. van Ameringen), September 1991.
- ❖ EVALUATION OF THE EFFECTIVENESS OF HUMAN RESOURCES DEPARTMENTS IN THE QUEBEC PULP & PAPER INDUSTRY (With C. Grégoires), 1994.
- ❖ L'IMPACT DU SYSTÈME D'AUTO-PATROUILLE SUR LE STRESS DES POLICIERS: BILAN ET RÉFLEXION (With C. Grégoires), may, 1995.
- ❖ L'IMPACT D'UN HORAIRE DE TRAVAIL DE 9 HEURES COMPARATIVEMENT À UN HORAIRE DE 12 HEURES SUR LA SANTÉ ET LA SÉCURITÉ DES PATROUILLEUR, (With C. Grégoires) July 1995.
- ❖ LES EFFETS DES DÉBORDEMENTS D'HORAIRE SUR LA PERFORMANCE, LES FONCTION COGNITIVES ET LA SANTÉ DES MÉDECINS RÉSIDENTS DU QUÉBEC (With C. Grégoires) October, 1995.
- ❖ EU WORK CLIMATE: A PAN EUROPEAN COMPARATIVE STUDY. IEL-ESADE, 2006.

## Professional and Business Publications

Dolan S.L., Organizational Development (in Hebrew), Part I: Hamiphaal, Israel Institute of Productivity. 1981, Vol 26(248): 4-6.; Part II: 1982, Vol 26(252): 18-22.

Dolan S.L., Collective Bargaining and Industrial Relations, (in Hebrew), Hamiphaal, Israel Institute of Productivity. 1981, Vol 26(249): 20-22.

Dolan S.L., Arsenault A., Roy D., Le stress, Administration Hospitalière et Sociale, 1982, Vol XXVIII (4): 3-22.

Dolan S.L., Le stress: un indice de la santé du milieu de travail, Prévention, May 1983: 10-16.

Dolan S.L., Arsenault A., Stress dans les hopitaux: comment les HOT-CATS dominent et le cool-dogs sont domines. Le Courrier Medical, April 12,1983: Vol 3, No. 4.

Roy D., Dolan S.L., La bureautique vue par les secrétaires: le mode d'implantation influence beaucoup les perceptions, Forum, 1983, Vol XVII, No. 36.

Dolan S.L., le stress, ça s'atténue! L'alliance, 1984, Vol 22, No.3 p. 9.

Bannister B., Dolan S.L., "Employee Honesty Testing: Management's Big Gamble" The Business Report, (College of Business Administration - Northeastern University), Vol. 6(1), April, 1987.

Des Roches J., Dolan S.L., "Etude empirique de certaines dimensions de la qualité de vie au travail chez les policiers de la C.U.M.", LA FLUTE, Avril 1988: 11-14.

Dolan S.L., "Patrouille à un, patrouille à deux?", RECHERCHE A L'UNIVERSITE DE MONTREAL, Vol IV No. 2, February 1989 p.7.

Dolan S.L., "Stress, santé et sécurité au travail: réflexions générales et implications dans le milieu des policiers", Actes du colloque, APSAM (Association paritaire pour la santé et la sécurité du travail secteur "Affaires Municipales", Mars 1989 pp. 34-43.

Dolan S.L., "Putting right personality in the right job will improve staff performance" This Week in Business June 3 1989 p. 13.

Dolan S.L., "Study will show which nurses are less likely to handle stress", This Week in Business June 3 1989 p. 13.

Belout A., Dolan S.L., Contrôle de la gestion des ressources humaines: vers de nouvelles pistes de recherche", InfoRessources Humaines, Vol 16(6): 1992 pp. 13-19.

Dolan et al. "Why do nurses choose to leave their job?" Nursing Times, April-may 1993: 66-67

Belout A., Dolan S.L., L'évaluation des services des ressources humaines par leurs propres clients", Info Ressources Humaines, Vol 17(4): 1993: 9-11 and 29.

Gosselin E., Dolan S.L., La satisfaction du personnel : un concept d'occasion remis à neuf? Contact, Vol 9(1), Mai 1999:27-28.

Dolan S.L. « Los recursos humanos, la clave del siglo XXI » Actua, No 5, Abril 2000.

Dolan S.L., “La esencia de la dirección de los recursos humanos en la empresa”, EL GLOBAL, 4 de diciembre de 2000 p. 25

Dolan S.L., International Trends and challenges in Human Resource Management Change, EL GLOBAL, 19 de noviembre 2000 p. 21-22.

Dolan S.L., Martin I., Los 10 mandamientos para la dirección de personas, Effective Management, 2001 Vol. V No. 98 pp. 1-8.

Dolan S.L. (Interview) La gestion par valeurs: une nouvelle culture pour les organisations. Nouvelles tendances en Management, 2001 Vol 3 No. 4 p. A1, A5.

Dolan S.L., “La anorexia Corporativa”, CincoDias, March 1, 2002 (section: Retos de la gestión)

Dolan S.L., “Retos de la gestión La productividad de Internet” (VIERNES 8 de marzo de 2002). Fuente: 5dias.com/especiales/suplementos/directivos/20020308/33retos.

Dolan S.L., ORGANIZACIONES ESTRESADAS. ¿Por qué y cómo la Dirección de RRHH puede intervenir? CincoDias, December 2002.

Dolan S.L. La empresa exige a sus empleados que sean ‘superman’ todos y cada uno de los días del año Expansión, lunes 13 de enero de 2003.

Dolan S.L., Los recursos humanos, la clave de siglo XXI, Equipo & Talento (01/05/2003).

Dolan S.L., “Making a life or making a Living: What values are today’s Business School Instilling”, ESADE Business review, Vol (1) No. 1, 2003: 8-11.

Dolan S.L., Shmueli-Gabel R., La inteligencia Emocional: Clave del éxito de los gerentes globales, Conocimiento & Dirección, Buenos Aires, 2004, Vol 58: 76-80.

Dolan S.L., estrés, en “Gran Enciclopedia Planeta”, Planetasaber Barcelona, 2004

Interview with Dolan on: Gestión de expatriados – Ida y vuelta: las claves de la gestión de expatriados Equipo & Talento, No. 18, November 2004: 22-24.

Dolan S.L., Diez M., “¿es el burnout un riesgo laboral emergente?”, Gestión Practica de Riesgo Laborales, Febrero 2005 (13): 18-22.

Dolan S.L. Shmueli-Gabel R., “El papel de la inteligencia emocional como un factor de éxito”, Staff Empresarial, No. 89, 2005: 44-50.

Entrevista con Dolan: ABC (NT) “El expatriado aporta diversidad, lo cual es un valor añadido para la empresa”, Formación y empleo, ABC Domingo, 22 de Mayo, 2005 p. 45.



Els recursos humans, la clan del segle XXI, ESADE Associacio, No. 113, Maig-Juny 2005: 30-33.

Entrevista con Dolan: “Os valores voltam a ser uma Biblia”, EXAME No. 260, Dezembro 2005: 124-125.

El índice de Perspectiva Profesional, NT, ABC 29 de enero 2006 p. 40-42 Entrevista con Simon Dolan, Revista Melhor – Gestão de Pessoas. Brasil, Julio, 2006.

S.L. Dolan, “Valores, visión y misión en la dirección de negocios del siglo XXI”, Revista Conocimiento y Dirección (C&D) No. 68, September 2006: 16-20.

Interview with Simon Dolan “El marketing es un tipo de lavado de cerebro subliminal que incita a la gente a comprar” (DEIA, Jueves 26 de Octubre 2006 p. 8.

Prólogo. (Preface) in: Rampersad H (2006) El Cuadro de Mando Personal. Barcelona. Desusto.

Prólogo (preface) in: Diaz-Llorca C (2006) Hacia una estrategia de valores en las organizaciones.

Interview with Simon Dolan “Alinhar a almadas pessoas e o espírito das organizações dá dinheiro”, Jornal de Negócios , 9 de Novembro, 2006 pp 38-39.

Entrevista a Simon Dolan: “ Mudar a cultura é imperativo para o sucesso das empresas”, Terça, 21 de Novembro de 2006.

“El Intangible mas importante”, ABC, 11 de Marzo infosemanal p. 14.

Entrevista en: Los siete pecados capitales de los jefes: Expansión 19 de Junio, sección “mi negocio” p. 19.

Entrevista en: En móvil también necesita vacaciones, 24/06/07 LA VANGUARDIA MAGAZINE semanal p. 41-45.

Interview in O Futuro “Uma visão triaxial da gestão” Anuário de Sustentabilidade, Bio Rumo 2007 pp. 56-60.

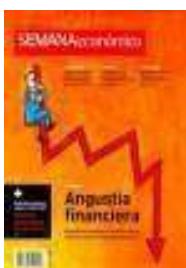
Interview in Expansión Madrid (19/6/2007): Los siete pecados capitales de los jefes.

Interview in Actualidad Económica (28/06/2007): El estrés se ha colado en todas las oficinas...

Interview in El Mundo (27/04/2008) “Trabajadores sanos y bien cuidados” artículo por Soledad Valle p.49. También en: Expansión, 26 de abril, 2008 p. 17.

Interview in Expresso (Portugal) (May 31, 2008) p. 28

Interview in El País (negocios) (1/06/2008) “El talento es un bien escaso en la empresa española”, p. 47&49.



Simon Dolan: "Nuevas tendencias en materia de gestión de recursos humanos" – Soluciones Laborales No 1 (11) 2008: 70-71.

SiSimon L. Dolan, Interview in Expresso, Portugal, March 21, 2009.

Interview in Universia-Wharton-Knowledge: El galimatás de la gestión del talento en época de crisis, October 15, 2008.

Simon Dolan: "Los ejecutivos deben educar las expectativas de sus jefes" Semana Económica 27 de Octubre 2008 No. 1144: 84-86.

Simon Dolan: "Nuevas tendencias en materia de gestión de recursos humanos" – Soluciones Laborales No 1 (11) 2008: 70-71.

SiSimon L. Dolan, Interview in Expresso, Portugal, March 21, 2009.

Raich M., Dolan S.L., LA GRAN TRANSFORMACIÓN DE LA SOCIEDAD Y SU IMPACTO EN LA GESTIÓN DE LAS EMPRESAS EN EL SIGLO XXI. SOLUCIONES LABORALES / Junio 2009: 57-60

Dolan S.L., Raich M., Beyond- O presente em transformacao.

Anuario de sustentabilidad 2009: 25-27

Simon L. Dolan Interview in Expresso "IPP Results" July 2009

Dolan S.L., Building Ethical Organizations - Business Ethics and Leadership in a Downturn, a Special Issue at: EFFECTIVE EXECUTIVE, ICFAI University Press India, August 2009. Vol XII (8): 22-27

Expresso 20 de Maio de 2010  
EMPREGO

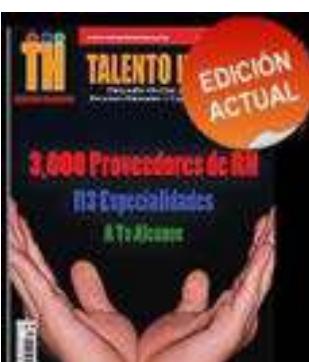
## Um brasileiro é um português à solta

Para enfrentar a actual crise, a capacidade de adaptação dos portugueses é importante mas não é só



**“Costa a crise, está a provocar que o desemprego chega a 10% do mercado da mão-de-obra disponível.”**  
José Mário Costa, presidente da Federação das Associações de Empresas de Consultoria e Recrutamento (Federarc).

Entrevista: Rui Pires



EMPREGO

Simon Dolan Responsável pelo IPP Portugal

## “Claríssima diminuição da contratação”

Raich M., Dolan S.L., Managing in the New Landscape: Can India lead a new dream? EFFECTIVE EXECUTIVE, ICFAI University Press India, October 2009: vol XII No 10: 48-56

Dolan S.L., Moodie S. Can becoming a manager be dangerous to your health? Is suicide the new occupational hazard? EFFECTIVE EXECUTIVE, ICFAI University Press India, January 2010: vol XIII No 1: 66-69

Raich M., Dolan S.L., Eisler R., Leveraging the Corporate Ecosystem and The new innovative role for Human Resource Management, EFFECTIVE EXECUTIVE, ICFAI University Press India, February 2010: vol XIII No 2:30-34

Dolan S.L., La reingeneria cultural y la direccion por valores, Talento Humano, 15 de mayo 2010.

Dolan S.L., Eisler R., Raich M. EFFECTIVE EXECUTIVE, June 2010, Vol Dolan S.L. "Reclutamiento e seleccao em Espanha: Presente e Futuro", Pessoal, No 9(93) june 2010: 22-

Dolan S.L., ¿Es el "burnout" un riesgo laboral emergente? CINCO DIAS,

Dolan S.L., " Managing and Coaching by values", A special Issue on the Pursuit of Excellence, Effective Executive, Vol 13 (9) September 2010:

Dolan S.L. Aprender a gestionar personas es el gran reto para las organizaciones, UNED Costa Rica, 3rd of May, 2011

Dolan S.L., como as emoções podem tornar o ambiente de trabalho um lugar muito melhor, Época NEGÓCIOS, Gestão / Entrevista da semana, 18-01-2012 (Brazil).

Dolan S.L., Burke R., Moodie S., (2012) Is There a 'Dark Side' to Work Engagement? Effective Executive 2012: Vol XV No 4: 12-16

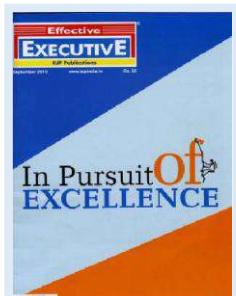
EL PAÍS, Blogs de Economía "Coaching por valores" Por simon Dolan, ESADE | 12 de noviembre de 2012 <http://blogs.elpais.com/idearium/2012/11/coaching-por-valores-1.html#more>

Expansion, 12 de noviembre 2012 Como hacer oir nuestros valores en la empresa sin renunciar al éxito, entrevista con Simon Dolan por Nerea serrano

La Vanguardia, La contra con Simon Dolan January 30, 2013

## Managing People and Human Resources in the XXI Century

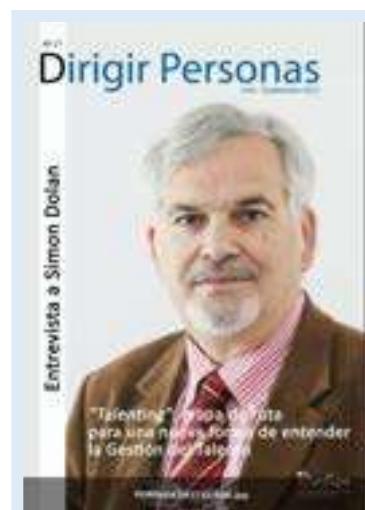
Shifting Paradigms, Emerging Roles, Threats and Opportunities



Raich M., Eisler R., Dolan S.L., THE ESSENCE OF CYBERNESS: Implications for sustainable future, Effective Executive, 2013: Vol XVI (3): September: 47-52

Hayashi P. Jr. Dolan S.L., (2013) Talenting: em Busca de Milagres na Área Organizacional, Revista T&D (Inteligencia Corporativa) No. 179: 43-47  
<http://pt.calameo.com/read/0012805402dbb01a19dd9>

Dolan S.L. Entrevista en «Dirigir Personas » la revista del AEDIPE Oct. 2013 (2):



MIÉRCOLES, 30 ENERO 2013

LAVANGUARDIA

## LA CONTRA

**Simon Dolan**, doctor en Recursos Humanos, experto en psicología de trabajo



de muerte. El 90% de los suicidios tiene un trasfondo o causa laboral. Quien se dedica exclusivamente a dar valor a la empresa, a largo plazo, será un fracasado.

### Mala palabra.

Pasamos más tiempo de nuestra vida trabajando que hacemos de cualquier otra cosa. Todo lo que pasa en ese lugar llamado trabajo influye en nuestra salud física y mental. El gerente debe proporcionar a los trabajadores un lugar atractivo donde trabajar.

### Pues no es el mejor momento.

Empresas punteras como Google ofrecen gimnasio, masajes y fiestas a sus trabajadores, y eso proporciona empleados leales y con pasión, lo que equivale a ganar. Los líderes de mañana serán los que proporcionen ambientes en los que la gente trabaje con más emoción.

### Despertar emoción en una empresa?

En Brasil hay una empresa -que se ha hecho de oro- que ofrece profesores de educación física al pie de la mesa de trabajo, quince minutos de ejercicio y con mucha risa.

### Brillante, sí.

El paradigma empresarial ha cambiado de forma radical. Antes, para sobrevivir tenías que ser eficiente (producir el máximo con los mínimos recursos). La empresa del futuro ha pasado de la eficiencia a la eficacia: has de alcanzar tus objetivos y para eso tienes que invertir más en recursos.

### Deme otro ejemplo.

El hospital Albert Einstein, uno de los mejores de Brasil, ha contratado a un director de orquesta para crear una orquesta sinfónica de médicos, lo que les da energía y alegría.

### Entiendo.

El Banco Real de Brasil pedía a sus empleados que eligieran una onería con la que colaborar un día laborable al mes. En la página web, los empleados compartían sus fotos y experiencias. Consiguieron más lealtad, más compañerismo y divulgar un valor fundamental: la generosidad.

### ¿Cómo imagina el futuro del trabajo?

Vamos a entrar en la era del pluriempleo mutante: constantemente dejaremos trabajos y nos incorporaremos en nuevos, tendremos un portafolio laboral para no depender de una sola empresa, y habrá incertidumbre.

### Eso estresa.

El trabajo del futuro estará marcado por la digitalización, la globalización y la virtualización. El teletrabajo es imparable. Y vamos a competir entre nosotros y con las máquinas, cuyo nivel de inteligencia se equipará al humano en pocos años.

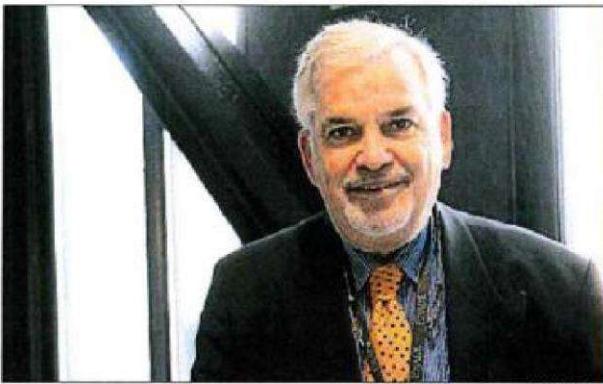
### ¿Cómo entrena a los grandes empresarios y dirigentes mundiales?

Con herramientas, como un juego de cartas muy sencillo que he inventado (al que pude de jugar toda la familia) y que te lleva a identificar y ordenar tus valores. A partir de ahí, haz lo que dices e infundirás confianza.

IVA SÁNCHEZ

65 años. Naci en Israel, hijo de supervivientes del holocausto. Soy judío laico casado con una católica practicante. Sumamos 5 hijos. Creo en mis dios. Dirijo la cátedra The Future of Work Chair (Esade). El modelo político-económico nos lleva al desastre. La respuesta: la sociedad civil

## “El 90% de los suicidios tiene un trasfondo o causa laboral”



### Valores para vivir

Su padre era médico en el kibutz en el que él se crió. Habla siete idiomas, tiene pasaporte canadiense y residencia en España. Viaja constantemente y ha escrito cincuenta libros en 36 años sobre el trabajo, la salud y la felicidad; el último, *Coaching por valores* (Lid). Es un idealista emotivo y activo: su sueño es encontrar patrocinadores para hacer una cumbre a lo Davos en Barcelona sobre el futuro del trabajo.

Como opina que un mundo más educado es un mundo mejor, ha creado un movimiento por internet (BookEducator) para dar a alumnos y profesores textos y libros gratis, y ha creado un juego

de cartas que pone al descubierto y en orden los valores de cada uno.

### Confianza y pasión.

Si, porque si trabajas sólo por dinero, no puedes sostener la excelencia. Sin embargo, si conseguimos disfrutar, nuestro trabajo se convierte en un juego y el círculo se torna virtuoso: cuanto más me esfuerzo, mejor lo hago y más me gusta.

### Cierto.

Cuando hay pasión, la curiosidad se dispara y la innovación llega de manera natural. Pero la innovación y la estupidez están muy cerca, porque para innovar hay que pensar diferente y puede que te tomen por imbécil. Europa, por más que lo intente, no es innovadora, le falta tolerancia al fracaso. Y sin confianza, la innovación no funciona, la jerarquía no consigue innovación.

### Apela a un gran cambio.

El fundador de Sony decía: "Primero he de satisfacer a mis empleados, luego a mis clientes y por último a los accionistas". Si los empleados están contentos, harán lo posible para satisfacer a los clientes, que comprarán el producto, y así los accionistas estarán contentos. Hay un dato que te va a sorprender.

### —

La dedicación excesiva a la empresa es una de las principales causas de enfermedad y

**C**uál es su proyecto personal?

Cambiar la mentalidad de los altos directivos haciendolos conscientes de sus valores.

Tu sistema de valores vertebral tu vida y pocas son conscientes.

**Cultura es compartir valores.**

Si, por eso podemos hablar de cultura de empresa. Yo desarrollé mi modelo de coaching y dirección por valores observando la más habitual de las microempresas: la pareja.

**Una empresa con altibajos.**

Si quiere mantener una buena relación con su pareja, sorpríndala de vez en cuando, porque todo estímulo que se repite pierde la eficacia. Si tu pareja es como un mueble más de la casa, la empresa está quebrada.

**Ya sabe: los años y el televisor...**

...apagan la pasión, por eso hay que invertir en provocar emociones, que son la llave que mueve a las personas y renueva la pasión.

**La pasión, ¿un valor empresarial?**

La dinámica que puede explicar el fracaso o el éxito de una pareja es la misma para las empresas; y el paradigma ha cambiado: hasta ahora el mayor valor era el control, y ahora es la confianza.

## Infojobs Diciembre 2013

<http://orientacion-laboral.infojobs.net/gestionar-estres-miedo-fracaso-competencias-claveejecutivos>

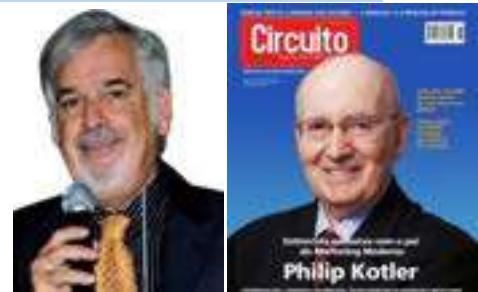
**"Saber gestionar el estrés o el miedo al fracaso serán competencias clave en los ejecutivos"**



Entrevista a Simon Dolan, Director de la Cátedra Future of Work de ESADE, sobre el liderazgo del futuro

[Seguir leyendo...](#)

Joao Brillo & Simon Dolan "Coaching por valores de inovacao A formula 40-30-30 do modelo tri-axial de valores para situacoes complexas e caóticas", Revista Circuito, Vol 60: 2014: 26-27



Simon L. Dolan, Enrevista en infojobs " "Basar la felicidad en lo material es una receta asegurada hacia el fracaso", 6/08/2014 <https://orientacion-laboral.infojobs.net/simon-dolan-felicidad-esade>



# Simon L. Dolan

Values & Future of work



> EMPLEO

## Prepararnos para un futuro compitiendo con máquinas

El profesor Simon Dolan reflexiona sobre la importancia de crear un entorno que favorezca las capacidades y talentos de los empleados. Por Patricia Fernández

**E**l pasado mes de septiembre el paro sumó 1.820 desempleados más, y con ellos ya suma 4.147.800 en total. La economía española no termina de recuperarse. Lo cual confunde inquietud: ¿Qué va a pasar con los empleos? Simon Dolan, psicólogo, autor de cambio y profesor de la cátedra Future of Work de Esade, explica cómo el mundo está cambiando y las consecuencias que esta evolución tiene al término laboral. «Ya no vamos a trabajar toda la vida en una única empresa como nuestros padres, en el futuro cambiamos de trabajo continuamente. Los períodos de desempleo serán algo común para todos».

Habrá miles de profesiones a 25 años, un futuro no muy lejano en el que trabajaremos como freelance a tiempo parcial y las empresas ofrecerán nuevos puestos de trabajo. «En el entorno -comenta Dolan- la tecnología va a sustituir todos los trabajos ma-

cianos». Ya está pasando, en ciudades como Hong Kong hay fábricas con plantas enteras llevadas únicamente por robots, mientras en España algo similar se ha hecho en la factoría Airbus de Cádiz, que trabaja junto a los empleados. El avance tecnológico es inevitable, así el profesor Dolan propone que los humanos nos adaptemos al nuevo entorno tecnológico y nos preparamos para disponer de las capacidades que se demandarán en el mundo del mañana. «Los trabajadores con competencia para las tareas creativas y de interacción social asumirán sus ocupaciones. Nuevos horarios, perfiles y competencias, ¿Cómo nos preparamos para la situación laboral del futuro? Aquí es donde entra el nuevo concepto del profesor Dolan: el teletrabajo».

Hasta la fecha el objetivo del empre

pediente es tener talento, pero en el presente no es suficiente a largo plazo para Simon Dolan: «Si no tenemos y mantenemos un talento de los empleados, pasa cierto tiempo después de perder la posición en el liderazgo. Este nuevo término ideado por el profesor se centra en la cultura de la empresa, en crear un entorno capaz que motive a los trabajadores. Allí no quedarán las capacidades de los empleados, finalmente éstos te dejarán por otra respuesta que:

los motivos más, este concepto lo ha captado muy bien Google, que prima el bienestar de su equipo y combina el trabajo en su jefe.

Por otra parte, para los trabajadores del mañana es necesario que las escuelas de negocio modernicen su sistema de enseñanza: «Los estudiantes tienen que dejar de estudiar cosas pasadas y de exponerse al profesor de forma vertical. Los chicos han de prepararse para el mundo real, experimentar con los resultados la captación de su equipo, el análisis de casos actuales y aplicarlos a solucionar sus incomprensiones».

Por supuesto, las empresas también tienen la tarea de renombrar el modelo: «Muchas empresas van a crecer inevitablemente si no se reinventan. Deben aprender a anotar para innovar». Y es que el mayor problema del pensamiento empre-

rial es que sigue el profesor en la indecisión al trazar: «La tendencia al 'innovar' para adaptarse a los cambios del entorno puede fracasar o triunfar, pero si no cambias te quedas atrapado y fracasado». ¿La fórmula para innovar? Comenzar en tener una idea, una metodología para llevarla a cabo y herramientas para medir el cambio. «Si no has falta algún recurso para llevar a cabo nuestra idea, la solución es

ta en rodearte de un equipo que pueda aportar algo a las áreas que te faltan y viceversa, crea alianzas».

La visualización y la globalización son las aliadas del trabajador para conseguir sus objetivos:

«La tecnología grande ayuda al nuevo perfil laboral de trabajador. Una misma puede trabajar en varias empresas y colaborar en distintos lugares a la vez sin moverse de casa, de forma virtual».



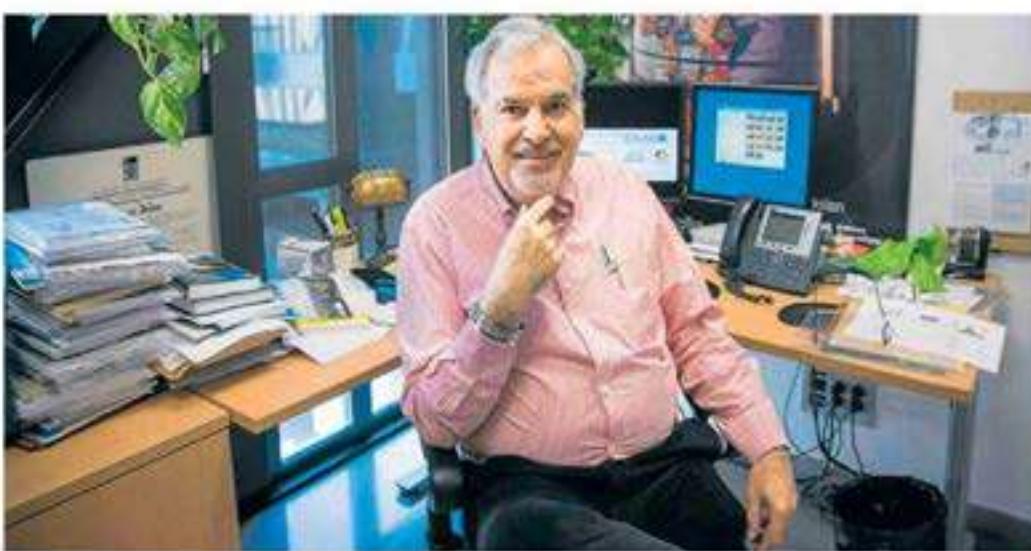
La automatización de las fábricas ya es una realidad.

**La tecnología** facilita el teletrabajo y el poder participar en varias empresas a la vez

La revista de Dolan para el mundo del mañana es sencilla: al leer que dejamos de ver la tecnología como una amenaza, debemos reinventarnos para aprovecharla y vivir positivamente. Precisamente de esto trata su último libro Cybermás, una visión positiva del anuncio tecnológico.

# Simon L. Dolan

Values & Future of work



Simon Dolan diu que la gent en estat d'estrés entre els que creuen que el seu treball pot ser un lloc asilat i els que no. Ell es considera dels primers, probablement perquè prové d'una família jove que va sobreviscut a l'Holocaust, condessa segona acadèmica canadenca, expert en coaching per a directius i director de la ciutat Future Work of Esade, Catedràtic en recerca de recursos humans i psicologia del treball per la Universitat Ramon Llull. Dolan ha estat professor de la Universitat de Montréal i de McGill. Ha treballat de consultor i és autor d'una dozena de llibres sobre coaching i encara hi ha en el camp de la gestió. El seu últim llibre es *Coaching per valors* (LID Editorial), una mena de guia per identificar els valors i obrir-se uns més als nostres objectius laborals. Actualment preanya en Congress Standard sobre Experiencialit a l'empresa, que se celebra d'aquí un mes a Barcelona.

En els darrers 5 anys, coincidint amb la crisi, han aparegut coachs com bolets. Per què? Té a veure amb dues causes. Primer, el món es avui tan complex que la gent ja no sap qui la pot ajudar aconseguir l'avaluar, ni tant sols la família. La gent està perduda, m-

## Simon Dolan

EXPERT EN PSICOLOGIA DEL TREBALL A ESADE

**“Si els teus valors xoquen amb els de l'empresa, acabaràs malalt”**

TEXT ANDREA RODÉS FOTO CRISTINA CALDERER

Pla obert laboral, familiar, polític... Els mitjans no tenen temps per fer de psicòlegs, i els psicòlegs es dediquen a problemes més clínics. Ell ha un buit que una companyia a obreix la seva oficina, una que queixa els seus empleats de l'explotació. Khosla, el qual només té una faceta més aguda de caçaf. Si així hoys, fa que tu et diris a tu mateix la pròpia solució. Segons el seu del coaching en la seva. Tot i que cada cop hi ha més institucions, fàbriques reguladores que dicten qui pot ser coach legal o no. A part d'això, si hi ha la matemàtica humana, molts creiem que són capaços

d'ajudar l'altra, i molts d'ells dient-ho des de l'oficina de la seva professió, o que s'ha quedat sense feina, sinó en el coaching una oportunitat de planificar divers i ajudar els altres.

El sindic va romangut ventí també?

Jo no entenc, m'excuseu, cosa que els valors per als coachs. I en el context, participants en el coaching a directors d'empreses, perquè no s'entren molt soles, no poden compartir els seus sentiments i dubtes amb ell seu espai, ja que no s'ha pogut interesar per cosa un xiquet de dubtitud. Si consideren una persona de confiança, no li dirà:

“Molta gent es fa ‘coach’ després d'una crisi perquè és una manera de guanyar diners i ajudar els altres”

“No entenc com un empleat d'un banc pot estar tranquil si li fan venir un producte que sap que és una estafa”

“director general si ha d'acordar-lo o no algi, no sap si de destrar l'herència, sinó que l'ajuda a veure les alternatives.”

He vist empresaris que arrimaven a casa i expliquaven els seus problemes de frima a un fitx

Dosors l'angustia: topar els fills tinguts amb la formació adequada per fer-los veure l'equilibri de cada situació. De fet, el coaching comença a la famili. Si els pares no fan una bona feina, ho paga la societat. Per això any rere any es centra en els fills. Els pares volen el millor per els seus fills, però moltes vegades no tenen les

eines. Els valors que portem de casa són els eixos de la nostra vida, sobre tot quins estan permès.

El seu sisò es basa el coaching per valors?

Les valors són gairebé, però no sempre res i no sempre porten a la pràctica. La evidència és el seu factor important. Els valors només serviran si els reconeixem, actuarem en funció d'ells i els comparteixem. En una paraula, començara una empresa, hi hauràs una sèrie de valors els econòmics, els tècnics i els de l'àmbit emocional. Si només tens amb la teva paraula per a quedat-se sense diners, és insostenible a llarg termini, acabarià tenint una senzill, despatxant i actuant en contra dels teus valors. El resultat passa a la feina. Si els teus valors entrauen en conflicte amb els de l'empresa, o en la cap, no es sostindrà, tant a hora acabarà malalt!

Milions deixen la feina?

El coaching i la teràpia el cost d'opportunitat de continuar enganxat a una feina més per un salari. No existeix com l'explant d'un banc per què es té tranquil si el banc capaix ordinar rendir un producte que sap que no es una estafa, com les preferències. No hi ha fitx que paga la feina, sobre tot si has de pagar la hipoteca del pis, però si hi ha costat i els valors, sempre hi haurà una alternativa.

ENTREVISTA A SIMON DOLAN, profesor de Esade, doctor en Recursos Humanos y experto en psicología del trabajo

## “Sin pasión estás abocado al fracaso”

ESTEBAN HERNÁNDEZ

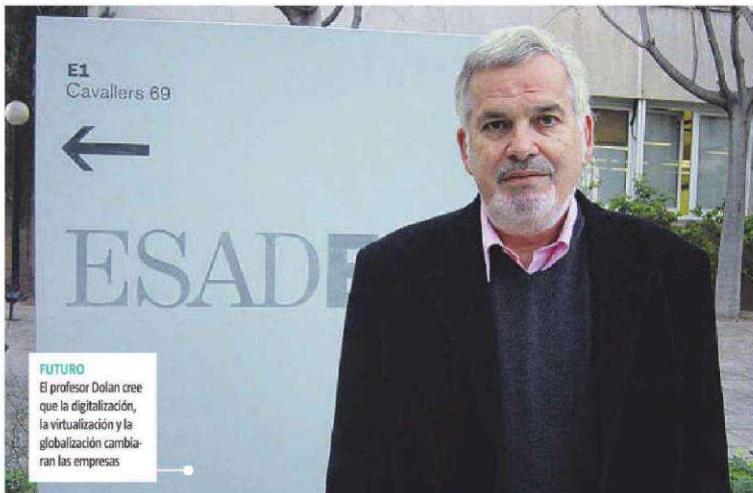
**C**ómo y qué factores están cambiando el mundo? Tres cosas empujan hacia un cambio radical: la digitalización, la globalización y la virtualización. Fruto de ese contexto nuevo vamos a vivir una guerra del talento tan grande como la del mundo deportivo. Todos sabemos que los mejores deportistas del mundo están en dos o tres países, y que los mejores del cine están en Hollywood, y ahora estamos empezando a ver esa misma guerra por los gerentes de alto nivel, lo cual tiene un coste elevado. Para competir en este terreno no basta con tener mucho dinero: los futbolistas no sólo van a los clubes que más les pagan, sino en los que se sienten bien y son apreciados. Atraer talento es una cosa, lograr que se quede y que brille es otra. Y si no se queda se irá a otro lugar y tú lo perderás.

**¿Están las escuelas de negocios a la altura de los cambios?**

Soy muy crítico en este sentido, porque no preparamos a los gerentes para el mundo del mañana. Y lo que es peor, algunas escuelas les siguen preparando para el mundo de ayer. Un ejemplo: todavía se hacen estudios de caso, y eso está obsoleto, porque la probabilidad de que un caso se vuelva a repetir es casi cero.

**¿Qué transformaciones veremos en el mundo del trabajo?**

Gran parte del trabajo manual será sustituido por robots. Ya lo estamos viendo en Japón, donde hay muchas empresas que no



**SIMON DOLAN** es canadiense y reparte su tiempo entre el Banco Mundial y Esade, donde dirige la cátedra The Future of Work Chair. Analiza los cambios que vendrán en el trabajo y en la empresa, y sus conclusiones entroncan con lo que la mayoría de las consultoras sugieren que nos espera. Nuestra vida será muy distinta...

tienen trabajadores. Para 2040, el nivel de inteligencia artificial será igual al de inteligencia biológica. Dicho de otro modo, no sólo vamos a competir entre nosotros, sino que vamos a competir con máquinas. Esa es una transformación brutal, porque la clave del éxito va a ser más que nunca el factor humano, ese que todavía va a poder añadir valor y sostenibilidad a la empresa, pero también va a ser mucho más exigente. Estamos pasando del paradigma de la máquina, que era el de la eficiencia (producir algo con los mínimos recursos posibles), al de la eficacia, que va a exigir invertir muchos más recursos para alcanzar objetivos.

“La globalización, la virtualización y la digitalización están cambiando el mundo, y lo harán también con la empresa”

Barça y Madrid están en la cabeza de la liga todos los años porque invierten mucho más dinero que los demás, y eso les lleva a estar siempre arriba. En la empresa será igual: para tener éxito habrá que atraer a los mejores y asegurarles un buen entorno

para que permanezcan y brillen.

**¿Qué cualidades destacarán en este nuevo mundo?**

La fórmula de éxito tiene y tendrá dos componentes principales, las competencias y la pasión. Y esto es muy importante, porque la pasión ya la tiene la persona, pero sostenerla en el tiempo es algo que no depende de ella sino del contexto. Eso es lo que tiene que hacer la cultura de empresa, porque cuando pierdes la pasión, vas a fracasar seguro. Mira el caso de Guardiola. Tras tres años de grandes éxitos notó que estaba perdiendo la pasión y que los jugadores estaban empezando a habituarse al éxito. Esta es nuestra tarea pendiente.

“Without passion, we are doomed to failure”. With these words, Prof. Simon Dolan sums up the article published in La Vanguardia, on October 23. Prof. Dolan reflects on the new concept of work and considers that companies will be obliged to undertake cultural re-engineering. According to the author, the essential element for success is competence, in conjunction with willingness if the aim is to bring about change, and passion if the aim is to achieve excellence.

[ ENTREVISTA ]

Simon Dolan

## “El estrés es el resultado de una incongruencia de valores”



¿Sabías que de tus valores depende que tengas éxito en tu vida o que fracases? Además, si conoces los tuyos, los organizas y los alineas con tus objetivos, ganarás felicidad.

Por María Salmerón



**E**n este espacio el que más genera crecimiento es una cultura organizacional basada en la flexibilidad e innovación. Es por ello que se necesita un mayor compromiso entre los valores. En su libro, la pregunta que Simon Dolan impone es: ¿cuál es la diferencia entre las personas y las organizaciones? Presenta en su libro *Career Matchmaking*, una forma de trabajo para ayudar a cada persona a sentirse satisfecha y prioritaria en su vida y a desarrollar sus objetivos. De acuerdo con él, para lograrlo, es necesario que se creen espacios que no solo sean placenteros.

ECONOMÍA SOSTENIBLE

## Amores laborales con futuro

Cuando la personalidad del empleado encaja en la cultura de la empresa la relación se alarga

Autoreview

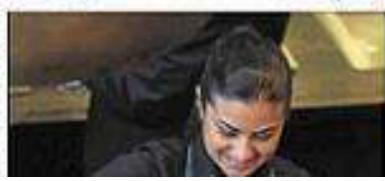
**S**imon L. Dolan, consultor y autor de *Career Matchmaking*, explica que el éxito profesional depende de la adecuada combinación entre la personalidad del trabajador y la cultura de la empresa. La personalidad es la base de la motivación y la satisfacción laboral. Los empleados que se sienten identificados con su trabajo y con la cultura de su empresa son más productivos y tienen una mayor satisfacción laboral. Los empleados que se sienten desafectados con su trabajo y con la cultura de su empresa tienden a tener una menor productividad y una menor satisfacción laboral. Los empleados que se sienten identificados con su trabajo y con la cultura de su empresa son más productivos y tienen una mayor satisfacción laboral. Los empleados que se sienten desafectados con su trabajo y con la cultura de su empresa tienden a tener una menor productividad y una menor satisfacción laboral.

En su libro, Dolan analiza el efecto de las diferencias entre las personalidades y las culturas organizacionales. A través de ejemplos prácticos, muestra cómo las empresas pueden mejorar la motivación y la satisfacción laboral de sus empleados al crear un ambiente que sea compatible con la personalidad de los trabajadores.

Dolan destaca la importancia de la personalidad en el éxito profesional. Dice que la personalidad es la base de la motivación y la satisfacción laboral. Los empleados que se sienten identificados con su trabajo y con la cultura de su empresa son más productivos y tienen una mayor satisfacción laboral. Los empleados que se sienten desafectados con su trabajo y con la cultura de su empresa tienden a tener una menor productividad y una menor satisfacción laboral.

Dolan también analiza el efecto de las diferencias entre las personalidades y las culturas organizacionales. A través de ejemplos prácticos, muestra cómo las empresas pueden mejorar la motivación y la satisfacción laboral de sus empleados al crear un ambiente que sea compatible con la personalidad de los trabajadores.

Dolan destaca la importancia de la personalidad en el éxito profesional. Dice que la personalidad es la base de la motivación y la satisfacción laboral. Los empleados que se sienten identificados con su trabajo y con la cultura de su empresa son más productivos y tienen una mayor satisfacción laboral. Los empleados que se sienten desafectados con su trabajo y con la cultura de su empresa tienden a tener una menor productividad y una menor satisfacción laboral.



**STARBUCKS**  
Starbucks y los  
apasionados  
del café

Resumen de noticias sobre el mundo del trabajo y la economía. Actualizaciones sobre la situación laboral, las tendencias económicas y las novedades en el sector laboral. Noticias sobre las empresas, los sectores y las industrias. Análisis y perspectivas sobre el futuro del trabajo y la economía.

A new personnel-management philosophy is needed by companies to motivate talented workers. In this article published on January 4 in La Vanguardia, Simon Dolan explain the importance to generate loyalty and motivation among workers.

The key is for companies accept new realities and new values as flexibility and create opportunities and cohesion to motivate people.

Prof. Dolan also makes reference to the term career matchmaking, a future of work trend for connecting likeminded employers and employees.



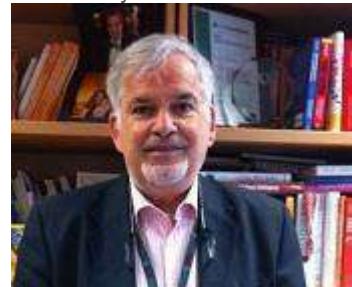
Journalist Antoni Bassas, of the ARA newspaper, recently interviewed Prof. Simon Dolan who spoke about success and being successful, paying special attention to the importance of values.

Click [here](#) to read the full interview.

Click [here](#) to view the video.

---

Note: ARA is a newspaper and TV in Catalan. Interview was published on the 10 of May 2015



Interview in the **IRISH TIMES**, published on the 12 of June 2015

All together now people: '**Thank God it's Monday'**

"Companies must align their values with those of their employees", says Prof. Simon Dolan in this article published recently in The Irish Times newspaper.

What makes companies dynamic is a workforce who are passionate about what they do, argues Prof. Dolan, who often talks of playfulness and a culture with no divide between work and life. He envisages a world in which people will say: "Thank God it's Monday!" To read the full interview more, click [here](#).

# Simon L. Dolan

Values & Future of work

## ENTREVISTA AECOP MAGAZINE SIMON DOLAN



Entrevista  
Simon Dolan

"La Confianza en mi  
modelo es El valor de  
los valores, sin ella es  
difícil avanzar."

Simon Dolan es Doctor  
en DIFAM, experto en  
gestión del trabajo y  
defensor del  
"Coaching for Values"

■ Este año participaste  
como facilitador en uno de  
los workshops de AECOP,  
¿cómo fue la experiencia?

Fue un experiencia grandiosa, fundamental  
para el desarrollo de mis ideas, sobre todo  
en el desarrollo de las estrategias, sobre  
el desarrollo y el diseño que tiene que  
desarrollarse en el futuro.

Al final de poder compartir con los  
asistentes profesionales del desarrollo y el  
desarrollo de las empresas, tanto nacionales  
como internacionales, como empresas  
desarrolladas en el desarrollo, como empresas  
que, a pesar de compartir el  
grado de desarrollo, tienen una estrategia  
muy diferente. Se han desarrollado  
estrategias diferentes de desarrollo y  
desarrollo, de hecho, algo que lo que  
se ha visto es que las empresas que  
se han visto en gran medida que

compartían el desarrollo de las  
empresas", los resultados de AECOP que se  
desarrollan fundamentalmente en el desarrollo  
de resultados fundamentales en el desarrollo  
de resultados fundamentales.

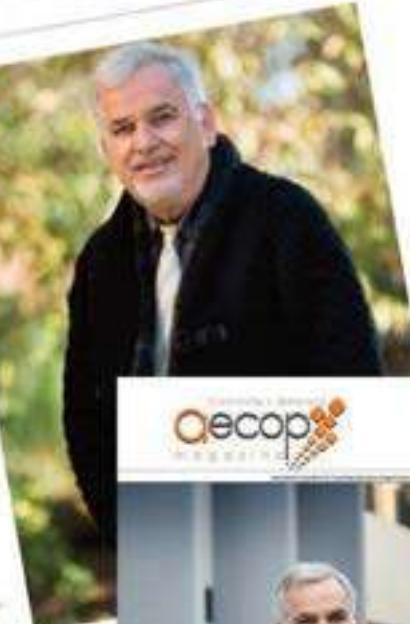
■ El coaching por valores, ¿cuál es  
la mejor manera de aplicar el coaching  
por valores?

En mi opinión es una herramienta  
que proporciona una visión más amplia  
de los sistemas de desarrollo y desarrollo  
de desarrollo en la vida cotidiana. Así que  
se trata de un desarrollo que se aplica en  
el desarrollo de desarrollo y desarrollo  
de desarrollo en desarrollo y desarrollo  
de desarrollo en desarrollo y desarrollo  
de desarrollo en desarrollo y desarrollo

“

El coaching por valores, cuando  
se aplica de la mejor manera, es una  
gran herramienta para el desarrollo

de desarrollo de desarrollo y desarrollo



AECOP  
AECOP  
AECOP  
AECOP



09

Simon Dolan  
COACHING FOR VALORES

JUNERO 2017

# Simon L. Dolan

Values & Future of work



## Entrevista a Simon Dolan

Simon Dolan es Catedrático de ESADE Business School considerada como una de las 10 mejores escuelas de Negocios del mundo.

Es titular de la cátedra sobre el futuro del trabajo.

De origen canadiense tiene más de 30 años de experiencia académica y profesional.

Habla siete idiomas y ha escrito 58 libros sobre gestión de recursos humanos, psicología del trabajo, salud laboral y coaching.

Está considerado como uno de los pensadores del futuro y su actividad se centra en innovar en

### Entrevista de valores a Simon Dolan para Ruta Feliz

April 2013 | Coaching



<https://www.pedroamador.com/valores-simon-dolan>



## Simon Dolan: "Ni las universidades ni las empresas preparan profesionales para el futuro"

*El doctor en Recursos Humanos y experto en la temática de futuro del trabajo cree que las profesiones se seguirán escogiendo "por pasión", aunque deberán adaptarse*



El futuro exige innovación desde ya, los trabajos tal y como se conocen hasta ahora deben empezar a cambiar y las universidades y las empresas no van al ritmo necesario. Así lo cree Simon Dolan, experto de la comunidad Valkiria, y director general de The Global Future of Work Foundation.

Tras dirigir la cátedra de Futuro del Trabajo en Esade, Dolan decidió montar un centro de investigación que permita asesorar sobre la transformación a la que ya es necesario someterse para llegar a 2030 con buena preparación.

"El mundo está en un proceso de transformación, no solo de cambio. Esa transformación se ve en dos ámbitos: el digital y el virtual, y éste aún es desconocido", asegura el doctor en Recursos Humanos y experto en psicología del trabajo.

Dolan se atreve con predicciones lógicas acerca de qué sucederá con el futuro del trabajo para 2030, 2040 y 2050. Hasta se anima a anticipar que los robots serán capaces incluso de reemplazar la tarea de un periodista. También considera que las fronteras entre países van a ser "teóricas", ya que la globalización "irá a más".

—**Pregunta. ¿Podría dar algunos ejemplos sobre los retos del futuro?**

—Respuesta. Lo más interesante es que el futuro exigirá innovación permanente. Si fabricas botellas de plástico, por ejemplo, mañana saldrá una ley sobre reciclajes que te obligará a cambiar por completo los modos de producción. Lo mismo sucederá con los coches, que utilizan baterías --incluso los eléctricos-- que producen litio, y que es un residuo muy difícil de eliminar. Se trata de un cambio de paradigma, en todo.

—**¿En qué podría afectar al trabajo tradicional el futuro?**

—El liderazgo tradicional está en peligro, cada vez se produce más, mejor, y más barato, y eso lo cambia todo. El paradigma de la eficiencia cambia por el de la eficacia, lo que lleva a la necesidad de mayor inversión y menos ganancia.

—**¿Qué tipo de carrera conviene escoger ahora?**

—Las carreras y los trabajos no cambiarán demasiado, aunque es cierto que habrá más autodidactas. Para el mundo digital y virtual no importa la profesión, todo se deberá adaptar, pero a nivel global serán importantísimos los idiomas, especialmente el chino. En China se empiezan a necesitar especialistas, y eso abrirá las puertas a un gran mercado.

Dolan considera que las universidades y empresas no están dando la formación correcta o necesaria ante los nuevos empleos ("Ni las universidades ni las empresas preparan profesionales para el futuro"), que van por detrás de la transformación. Con respecto a las predicciones hacia 2030, 2040 y 2050 asegura que la inteligencia artificial llegará al nivel de la inteligencia biológica, incluso en las humanidades.

—**¿Cómo cree que será la calidad de vida en el futuro?**

—Hay varias escuelas con apoyo científico que estudian sobre este tema, yo soy más bien optimista. Vamos a adaptarnos y los trabajos se seguirán escogiendo por la pasión, solo que deberán adaptarse.

## Leaders with low self-esteem are likely to cause 'toxic' stress at work (research shows)

by [Taylor & Francis](#) (An interview with Prof. Simon L. Dolan



[Leaders with low self-esteem are likely to cause 'toxic' stress at work, research shows \(phys.org\)](#)  
March 2023

## Diario de Sevilla

ANÁLISIS

SEVILLA PROVINCIA ANDALUCÍA ESPAÑA ECONOMÍA SOCIEDAD DEPORTES CULTURA COFETAS OPINIÓN [TODAS LAS SECCIONES](#)

EDITORIAL ARTÍCULOS TRIBUNA ANÁLISIS CARTAS AL DIRECTOR

ANÁLISIS

SIMON L. DOLAN

### *Tendencias y desafíos del mercado de trabajo: prever el panorama futuro*

Tecnologías como la robótica o la inteligencia artificial auguran un profundo cambio.

[La Opinión de Simon L. Dolan | Tendencias y desafíos del mercado de trabajo: prever el panorama futuro \(diariodesevilla.es\)](#)

## Communications in Scientific Conferences

1. Arsenault A., Dolan S.L., Prédiction de la tension artérielle par analyse discriminante multivariee d'échelle psycho-sociales cognitives chez l'homme. 7ieme rencontre annuelle: Association des Anthropologues physiques du Canada. Ste-Adele, Québec. 7-10, November, 1979.
2. Rohan P, Dolan S.L., The Management of Occupational Stress. The 2nd International Symposium on the Management of Stress. Monte Carlo, Monaco. November 18-22, 1979.
3. Arsenault A., Abenaim L., Dolan S.L., Conséquences psychophysiologiques du stress au travail: évaluation on d'un modèle cognitif. 1er congres international de la psychologie du travail en langue française. Paris, February, 1980.
4. Dolan S.L., Arsenault A., Abenaim L., Stress, Health and Performance at Work. 17th Annual Meeting of the Canadian Industrial Relations Research Association. Montreal, June 1980.
5. Arsenault A., Abenaim L., Dolan S.L., Stress et Santé au travail: vers un modèle de diagnostic et monitoring" 1er congres international de la psychologie du travail en langue française. Paris, February, 1980.
6. Dolan S.L., Arsenault A., Stress, Personality and Samples of work attitudes and Behavior: Analysis beyond a Single Level of Aggregation. Current Issues in Occupational Stress: Moving from Research to Intervention. Toronto, York University. April 19-21, 1982.

7. Dolan S.L., Occupational stress, Discutant. McGill International Symposium on the Management of Work and Personal Life. Montreal, April 28-29, 1983.
8. Rohan P., Dolan S.L., Le stress constitue-t-il un risque pour la sécurité au travail! The 10th World Congress on the Prevention of Occupational Accidents and Diseases. Ottawa, May 8-13, 1983.
9. Roy D., Dolan S.L., L'impact de l'informatisation sur l'organisation du travail. International Research Symposium on New Techniques and ergonomics. Valenciennes, France. May 31st to June 2nd, 1983.
10. Dolan S.L., Working Mothers Absenteeism: Does Workplace Day Care Make a difference? Eastern Academy of Management. Pittsburgh, May 19-21, 1983.
11. Dolan S.L., Arsenault A., Job Demands Related Cognitions and Psychosomatic Ailments. International Conference on Anxiety and Self-Related Cognitions. Berlin, Germany, July 28-29, 1983.
12. Arsenault A., Dolan S.L., The Etiology of Somatic Manifestations as a function of Psycho-social Work Stress: The Mediating Effects of Personality, Occupational and Cultural Variables. International Symposium on Psychogenic Risk of Somatic Diseases. Olomouc, Czechoslovakia, July 5-9, 1983.
13. Tziner A., Dolan S.L., Evaluation of a Selection System for Identifying Officer potential. The American Psychological Association Annual Meeting, Anahaim, California August 27-28, 1983.
14. Dolan S.L., Evaluation Methodology of an Occupational Health Program: Measure of efficiency, Cost. Community Health and Occupational Health. Montreal, April 13, 1984.
15. Arsenault A., Dolan S.L., A Cognitive and Contingent Model of Stress at Work: results and Methodological Considerations. McGill University, School of Occupational Health-Seminars. Montreal, February 3, 1984.
16. Dolan S.L., Roy D., Rohan P., Job Stress and the Campus Administrator: Some empirical Observations based upon a Case Study. Canadian Association for Medical Anthropology. Montreal, May 11-13, 1984.
17. Lefrancois, M., Dolan S.L., Arsenault A., Le support social modère-t-il la relation entre le stress au travail et ses conséquences psychologiques! Première réunion annuelle de l'Association Canadienne pour l'Anthropologie médicale. Montreal, May 11-13, 1984.
18. Arsenault A., Dolan S.L., The differential impact of Personality, Occupation and Culture on the Psychological Manifestations of Stress at Work: steps towards a Contingency Theory of Stress. Fifth International Conference of the Society for Test Anxiety Research (STAR). Leiden, the Netherlands, June 1-2, 1984.
19. Arsenault A., Dolan S.L., Rohan P., Differentiating Psychosocial Outcomes of Occupational Stress among a Large Sample of White Collar Workers. The XXI World Congress on Occupational Health, Dublin. September 9-14, 1984

20. Rohan P. Engelsman F., Dolan S.L., Arsenault A., Assessment of Psychosocial Stress by the N-5 Questionnaire in an University Population. The XXI World Congress on Occupational Health. Dublin, September 9-14, 1984.
21. Dolan S.L., Harpaz I., Stress Research in Israel: An Overview, The VII International Congress of CrossCultural Psychology. Acapulco, Mexico, August 29 -September 1st, 1984.
22. Dolan S.L., Implementing New technologies in the Office: A Comparative Study of Perceived Threat. Eastern Academy of Management. Albany N.Y. May 8-11, 1985.
23. Van Ameringen M.R., Arsenault A., Dolan S.L., Intrinsic job Stress as a Psychosocial Correlate of Diastolic Blood Pressure in a Sample of Female Hospital Workers. 1984 Annual Meeting of the Canadian Association for Medicale Anthropology. Toronto, May 9-12, 1985.
24. Arsenault A., Dolan S.L., Lefrancois M., Van Ameringen M.R., An Empirical Examination of the Buffering Effects of Social Support on the Relationships between Occupational Stress and Psychosocial Manifestations. The Sixth International Conference of the Society for Test Anxiety Research (STAR). Düsseldorf, W. Germany, June 13-15, 1985.
25. Arsenault A., Dolan S.L., Lefrancois M., Van Ameringen M.R., Work Stress, Social Support and Psychological Manifestations. The XX Inter-American congress of Psychology, Caracas, Venezuela. July 712, 1985.
26. Dolan S.L., Occupational Stress Research: Where are we now and where are we going! Boston University: Invited Scholars Series. Boston, October 22nd, 1985.
27. Leonard C., Dolan S.L., Arsenault A., Stress et absence au travail milieau hospitalier. 54 Congrès de l'ACFAS. Montreal, 12-15, may 1986.
28. Leonard C., Arsenault A., Dolan S.L., Analyse de la stabilité des mesures de fréquence et durée des absences au travail. 4è Congrès international de psychologie du travail de langue française. Montréal, May 5-7, 1986.
29. Dolan S.L., Bannister B., Emerging issues in Employment Testing, 4è Congrès international de psychologie du travail de langue française. Montreal, May 5-7, 1986.
30. Dolan S.L., Rochon D., Clinical and Mechanical Decision-Making Processes during the Selection Interview: Impact on Reliability. 4è Congrès international de psychologie du travail de langue française. Montréal, Mai 5-7, 1986.
31. Dolan S.L., Harpaz I., Stress Anxiety and Culture: An Overview of Research in Israel. The 7th International Meeting of STAR. Jerusalem, Israel, July 12-13, 1986.
32. Dolan S.L., Arsenault A., Van Ameringen M.R., Stress, Personality and Occupational Misfits: Fact and Fantasies. The 21st International Congress of Applied Psychology. Jerusalem, Israel, July 13-18, 1986.
33. Dolan S.L., Burnout and Stress (Chair), Academy of Management, Chicago, August 13-18, 1986.
34. Dolan S.L., "Conceptual and Methodological Issues in Occupational Stress Research", Faculty Seminar, Baruch College, CUNY, November 18, 1986, New York City.

35. Dolan S.L., National and International Concerns (Chair) Academy of Management, New Orleans, August 9-12, 1987.
36. Dolan S.L., "Industrial relations and Occupational Stress: Retrospect, Prospects and Research Avenues" McGill Faculty of Management Seminar, January 15, 1988.
37. Arsenault, A., Dolan, S.L., Van Ameringen ,M.R., "An Empirical Examination of the Buffering Effects of social Support on the Relationships between Job Demands and Psychological Strain", The Eastern academy of Management 1988 Silver Anniversary, May 12-14, 1988, Washington D.C.
38. Morin D., Dolan, S.L., "L'impact de l'affect sur la validité de l'évaluation du rendement", Cinquième congrès international de Psychologie du travail de langue française, May 30 - June 4, 1988, Paris.
39. Dolan S.L., Morin, D., "The Effect of Affect in Performance Appraisal: An Empirical Examination", Canadian Psychological Association Annual Convention, June 9-11, 1988, Montreal.
40. Dolan S.L., Arsenault A., Leonard C., Van Ameringen M.R., "Avoidance vs. Involvement: two strategies to Cope with Job Stress", Canadian Psychological Association Annual Convention, June 9-11, 1988 Montreal.
41. Arsenault A., Dolan S.L., Van Ameringen, M.R., "Culture, gender, personality and Occupational Stress: An Empirical Examination of Antecedents and Consequences", First International Conference on Work Values, June 26-29, 1988, Budapest, Hungary.
42. Arsenault A., Dolan S.L., Van Ameringen, M.R., "An Empirical Examination of the Interaction between Individual Traits, Cultural Traits, and Occupational Stress", The 9th STAR International Conference, July 7-9, 1988, Padua, Italy.
43. Dolan S.L., "managing Stress at Work: Theory and practice", Canadian Occupational Health Association Annual Meeting, 9-10 November, 1988, Congress Centre, Ottawa.
44. Dolan S.L., "The management of Stress & Burnout: Inroads in Diagnosis and Management Strategies", Symposium organized for the EASTERN ACADEMY OF MANAGEMENT, Portland, Maine, May 11-13, 1989.
45. Dolan, S.L., "Professional Values amongst Senior Human Resource Managers in Quebec", European Congress of Psychology, Amsterdam, June, 1989.
46. Dolan S.L., "A Survey of the Perceived Effectiveness of Human Resources Management among Vice Presidents of Human Resources Management in Quebec" (ASAC) Montreal, June 1989.
47. Dolan S.L., "New Avenues in Diagnosing Occupational Stress", The Canadian Psychological Association Annual Meeting, Halifax, Nova Scotia, June 8-10, 1989.
48. Dolan S.L., "Exit-Voice in High Stress Hospital Jobs: The Case of Emergency Wards and Intensive Care Units". Administrative Sciences Association of Canada (ASAC), Montreal, June 1989.

49. Dolan S.L. "Case illustration in proneness top stress among hospital workers", Eastern Academy of Management, May 10-12, 1990, Buffalo, N.Y.
50. Dolan S.L., Harbottle J.G., "Reflections on professionalism, values and latent conflicts among senior human resource managers in Quebec", The 2nd International Conference on Work and Organizational Values, Organized by ISSWOV. Prague, August 19-22, 1990.
51. Van Ameringen, Corbin S., Dolan S.L., Arsenault A., " Lack of Professional latitude and role problems as correlates of propensity to quit amongst nursing staff in Quebec hospitals", The 2nd International Conference on Work and Organizational Values, Organized by ISSWOV. Prague, Czechoslovakia, August 19-22, 1990.
52. Dolan S.L., "Innovative Approaches to the Management of Stress", (pre-congress course), The 23rd International Congress on Occupational Health, Montreal, September 22nd, 1990 (23, September, 1990).
53. Dolan S.L., Arsenault A., van Ameringen M.R., Leonard C., " Test-retest reliability of a stress questionnaire aimed at work- organization related constraints in hospital work: The case of emergency wards and intensive care units", The 23rd International Congress on Occupational Health, Montreal, September 22-28, 1990. Abstract in proceedings p. 506.
54. Van Ameringen M.R., Arsenault A., Leonard C., Dolan S.L., "stress in emergency wards and intensive care units: effects of feedback and training on workers' perceptions of problems and level of disenchantment", The 23rd International Congress on Occupational Health, Montreal, September 22-28, 1990. Abstract in proceedings p. 507.
55. Leonard C., Arsenault A., Dolan S.L., and van Ameringen M.R., " Work organization related stressors as predictors of the quality of life outside work: empirical evidence of a slipover effect on hospital workers' psycho-social well being", The 23rd International Congress on Occupational Health, Montreal, September, 22-28, 1990 . Abstract in proceedings p. 505.
56. Arsenault A., van Ameringen M.R., Leonard C., Dolan S.L., " The Predictive value of work-organization related stressors on markers of hospital wards dysfunction: are the workers running away for their health?" The 23rd International Congress on Occupational Health, Montreal, September, 22-28, 1990. Abstract in Proceedings p. 494.
57. Dolan S.L., Tziner A., "The Assessment Center revisited: Critical Evaluation of Philosophy, Theory, Instruments and Practices" The Eastern Academy of Management, Hartford, Conn. May 15-18, 1991.
58. Dolan S.L., "Needs and Challenges of Quebec Managers: Fit or Misfit between Work and Personal Life", Second European Congress of Psychology, Budapest, Hungary, July 8-12, 1991.
59. Dolan S.L., " The Diagnosis and Management of occupational Stress through the use of Computer Assisted Technology, Fifth International Conference on System Science in Health Care, Prague, June 29 - July 3, 1992.
60. Dolan S.L., Renaud S., "The Protestant Code of Ethics and Managerial Burnout: Concepts and Empirical Lessons", Third International Conference on Work and Organizational Values, Karlovy Vary (Carlsbad) Czechoslovakia, July 12-15, 1992.

61. Dolan S.L., Morin D., "The Effect of Affect in Assessing Employees: Universal or Restricted Phenomenon?" Third International Conference on Work and Organizational Values, Karlovy Vary (Carlsbad) Czechoslovakia, July 12-15, 1992.
62. Dolan S.L., "The diagnosis and management of occupational stress: innovations through computer assisted technology", APA/NIOSH conference: Stress in the 90's: A Changing Workforce in a Changing Workplace, Washington D.C., November 20-22, 1992-.
63. "Challenges and Innovations in Evaluating an employee's Performance", Inter-University Congress in Human Resource Management and Industrial Relations, University of Quebec in Montreal, March 12-13, 1993.
64. "Human Resource Management in Canada: an Overview", People University of China, Beijing, China, May 20, 1993.
65. "Trends and challenges in Managing human resources in Quebec: Extrapolating from a survey of senior HR managers" Administrative Sciences Association of Canada (ASAC), Lake Louise Alberta, May 30-June 1, 1993.
66. "L'Education permanente: passage du premier cycle aux cycles supérieurs", Congrès de L'ACFAS (Colloque organisé par L'Institut québécois des colloques étudiants), Université du Québec à Montréal, May 18, 1994.
67. "Occupational Stress, Emotional Exhaustion and propensity to Quit amongst Female Accountants: The Moderating Role of Mentoring" (with Pamela Zeilig), The 1994 Annual Conference of the Administrative Sciences Association of " Occupational Stress, Emotional Exhaustion and propensity to Quit amongst Female Accountants: The Moderating Role of Mentoring" (with Pamela Zeilig), The 1994 Annual Conference of the Administrative Sciences Association of Canada, ASAC Halifax, June 26-28, 1994
68. "L'évacuation des directions des ressources humaines dans le milieu hospitalier québécois par l'approche multiple constituency: une étude empirique" (with Adnane Belout), Administrative Sciences Association of Canada (ASAC), Halifax, N.S. June 26-28, 1994.
69. "Quality and Work Values: Dilemmas and Experiences in an International Context" (Symposium), The 4th International Conference on Work Values - Barcelona, Spain (July 10-13) 1994.
70. "Computer Assisted Diagnosis of Individual and Organizational Stress: The Premises of a New Technology", in a Symposium entitled: Systematic and Holistic Diagnosis of Stress in Organizations, The 23 International Congress of Applied Psychology - Madrid, Spain (July 1994, 17-22).
71. "Nouvelles orientations d'évaluation des services des ressources humaines: modélisation et résultats empiriques" (with Adnane Belout), 8e Congrès international de psychologie du travail de langue française Neuchatel (Suiss): August 30- September 2, 1994.
72. "Stratégies de ressources humaines dans le secteur public" L'Audit Social en 1994 (with A. Belout), Institut International de L'Audit Social, Paris, September 1-2, 1994.

73. "Health and Ecology: An Organizational Values Perspective", The 9th International Organization Development Association Conference, Barcelona, Spain, September 18-22, 1994.
74. "Non-Traditional Forms of the Worker-Manager Relationships: The Case of Telecommuting", symposium in the 1995, Canadian Industrial Research Association Annual Meeting (CIRA), Montreal, UQAM May 2729, 1995.
75. "Selected Aspects of Compensation, TQM and Organizational Success: Defining and Enlarging the Agenda", (with Kim Forgue & David Balkin) Administrative Sciences Association of Canada (ASAC), Windsor, Ont. 3-6 June, 1995.
76. "The Effectiveness of Human Resources Departments in the Quebec Pulp & Paper Industry: A Multiple Constituency Perspective" (With Constantina Grégoiriades and Adnane Belout) Administrative Sciences Association of Canada (ASAC), Windsor, Ont. 3-6 June, 1995.
77. "Computer-Assisted Diagnosis: The premises of New technologies for Use by the OD Consultant", The 10th Anniversary International Organizational Development Association (IODA) Conference, Eilat, Israel, October 17-20, 1995.
78. "Determinants of career progression of senior executives in the public sector" (with Manon St Michel and Helene Gascon), 5th International Conference on Work Values and Behavior, Montreal, August 2225, 1996.
79. "La progression de carrière du personnel d'encadrement supérieur du secteur public: un modèle comparatif entre femmes et hommes", Congrès international de psychologie du travail de langue française. Sherbrooke, Quebec, August, 1990.
80. Stakeholders` Approach to Assessing HR Effectiveness: Facts and Fads. Applied Research Forum. HRPAO Annual Conference and Exposition. Toronto, February 19-21, 1997.
81. Emerging Agenda in Human Resource Management: Overview of Research and Practical Concerns, Workshop on the Impact of Strategy, Job Design and Organization Structure on HR Management: Scenarios for the Year 2000 (Puerto Santa Maria, Spain) May 25-28, 1997.
82. Emerging Issues in HRM: The Canadian perspective (in, Symposium entitled: National and Global frontiers in Managing Human Resources: European and North American Perspectives), Managing in a Global Economy VII, The Eastern Academy of Management, Dublin, Ireland, June 15-19, 1997.
83. Stakeholder Approach to Measure Human Resource Effectiveness: An Assessment and Commentary, The 6th Conference on International Human Resource Management, (with Ramon Valle) Paderborn University, June 22-25, 1998.
84. Eclaircissements empiriques concernant la satisfaction issue des sphères professionnelle et personnelle : individu intègre ou travailleur segmenté. (with E. Gosselin) Canadian Industrial Research Association Annual Meeting (CIRA), Ottawa, June, 1998.
85. Communicating Corporate Values: What can we learn from the corporate web pages?" (with A. Martin) The 6th International Conference on Work Values, ISSWOW, Istanbul July 12-16, 1998.

86. Job satisfaction and Life Satisfaction: Analysis of a Bi-Directional Model with Social Demographic Moderators, (with E. Gosselin) The 6th International Conference on Work Values, ISSWOV, Istanbul July 12-16, 1998.
87. Downsizing without Downgrading, The 1st Iberoamerica Academy of Management Conference. (With D. Balkin), Madrid. December 9-12, 1999.
88. Trends and Emerging Values in Human Resource Management: Global and Trans Cultural Perspective, 7th ISSWOV, Conference on Work Values and Behavior, June 25-28, 2000 (Jerusalem, Israel).
89. La réduction des effectifs ou downsizing : Planification des ressources humaines ou gestion de crise. Conférence sur L' Audit Sociale (with A. Belout) (Marrakech, Mai 2000).
90. ON-THE JOB, OFF-THE JOB SATISFACTION AND PSYCHOLOGICAL WELL BEING: The Moderating Effect of Personality Traits such as Neuroticism and Extraversion, (with E. Gosselin) 7th ISSWOV Conference on Work Values and Behavior, June 25-28, 2000 (Jerusalem, Israel).
91. L'influence des variables socio-biographiques sur la relations entre la satisfaction au travail et la satisfaction dans la vie: prétentions du pass-e et réalités d'aujourd'hui. (with E. Gosselin). Congrès de l'AIPTLF, Rouen August 30- Sept. 2nd, 2000.
92. HR and Organizational Effectiveness: How HR can and must add value to the firm. International Trends and Challenges in HRM Change seminars, Universidad Complutense Madrid November 7th, 2000.
93. Communicating values via corporate web pages: a cross national comparison. (with Andrew Templer) IRIC Conference in Comparing values, Tilburg University, Tilburg, The Netherlands April 27, 2001.
94. Chair: INTERNATIONAL SIMPOSIUM: Human Resources Management Research, 3rd INTERNATIONAL WORKSHOP ON HUMAN RESOURCES MANAGEMENT: IN WHAT WAYS HAVE WE CHANGED? SEVILLE (SPAIN), MAY 16-18, 2001.
95. HRM Strategy, Business Strategy and Career Structures in an Emerging Global Economy: Analysis and Commentary of the North American and the Spanish Perspectives" (with A.Templer and R. Valle) Global HRM Conference, ESADE, Barcelona, June 2001.
96. Life/Work Values and National Stereotyping vs. Individual Differences: Implications for Studying Universal Culture in Organizations ( with Fernández Alles,MariLuz, Martín Prius, Antonio Martínez Fierro, Salustiano and Miriam Diez), ISSWOV Warsaw June 24/28 2002.
97. HRM strategy, business strategy and shifting career values in an emerging global economy: NORTH AMERICAN AND SPANISH PERSPECTIVES (WITH ANDREW TEMPLER AND RAMON VALLE). ISSWOV Warsaw June 24/28 2002.
98. Quality of professional life amongst primary health care personnel: Test of psychometric properties and preliminary results (with Carmen Cabezas, Emili Sánchez, Salvador García). ISSWOV Warsaw June 24/28 2002.

99. Stress perçu et satisfactions: Examen du rôle inhibiteur/facilitateur des facteurs de personnalité, XIIème Congrès de Psychologie du Travail et des Organisations, Louvain-la-Neuve du 8 au 11 juillet 2002.
100. Le "commitment" organisationnel face au "downsizing": Vers quelles stratégies de GRH? (With Adnane Belout and J.L. Cerdin). Congrès de la AGRH, 21-22 November 2002.
101. Determinants of Employee Trust in their Manager: An HRM Perspective (3rd Annual EURAM Conference MANAGING THROUGH VARIETY: THE EUROPEAN STYLE? April 3-5, 2003, Milan, Italy Bocconi).
102. Aproximación empírica, desde la función de RRHH, a los valores organizativos de las empresas españolas. Implicaciones para la dirección estratégica empresaria (4th International HR Workshop: HUMAN RESOURCE MANAGEMENT IN THE NEW ECONOMY, Cadiz May 18-20 2003).
103. Exploring the structure of work values and life values from a cultural diversity perspective: The case of future managers (Eastern Academy of Management Global Conference) (Porto, Portugal June 20-24, 2003).
104. HRM AND ORGANIZATIONAL EFFECTIVENESS: IS HRM ADDING ECONOMIC VALUE TO THE FIRM? Cross sectional and prospective results emerging from the Spanish CRANET Study Limerick, Ireland IHRM & The University of Limerick (4-6 June, 2003).
105. Corporate Strategy, Organizational Culture and Selected HR Practices: Empirical Analysis based on a Contingency Model. Limerick, Ireland, IHRM & the University of Limerick (4-6 June, 2003).
106. Estrés Laboral y la Calidad de Vida: Hacia un nuevo modelo, más sano y sencillo para las personas y las organizaciones, III Congreso de la ISMA-BR y del V Foro Internacional de Calidad de Vida en el Trabajo. 10 y 11 de junio de 2003, en el Centro de Eventos Plaza São Rafael, en Porto Alegre, RS, Brasil.
107. Chairing Symposium on: Understanding and managing employee burnout in cross-cultural contexts: An iberoamerican perspective" (La comprensión y el manejo del burnout en empleados en un contexto transcultural: Una perspectiva Iberoamericana,) 3rd Iberamerican Academy of Management, San Paulo Brazil, Getulio Vargas University, December 7-10, 2003.
108. HR contribution to a firm's success examined from a configurational perspective: an empirical study based on the Spanish CRANET data, (with Mercè Mach and Vicenta Sierra), 3rd Iberamerican Academy of Management, San Paulo Brazil, Getulio Vargas University, December 7-10, 2003.
109. HR contribution to firm's success – A Configurational Exploratory Study based on Spanish CRANET Data. Human Resources and Economic Success International HRM conference. . February 27-28, Paderborn Germany.
110. Proyecto europeo: Los mejores lugares para trabajar, Jornada técnica: condiciones de trabajo y responsabilidad social 5 de mayo de 2004, Centro Nacional de Condiciones de trabajo.- INSHT, Barcelona.

- 111.El desafío del Siglo XXI a los Recursos Humanos, University of Havana, Cuba. , 31 de Mayo, 2004.
- 112.La dirección por valores (DpV): Modelo de éxito por las empresas del siglo XXI. Keynote speech, IV conferencia científica internacional de gestión empresarial y administración publica cced, la habana, cuba - mayo 2004.
- 113.El Síndrome del Profesional Quemado: Causas del Burnout y Posibles Soluciones, III Encuentros de la sanidad., Fundación Coll Colome, Sevilla, 20 de mayo.
- 114.Simon L. Dolan: Salvador Garcia: Eduardo Soto: Míriam Díez Piñol: Making a life or making a living: Exploring the value system of MBA students and their respective schools ISSWOB 9th International Conference of Work Values and Behavior. New Orleans August 3-6, 2004.
- 115.Dolan S.L. Mach M., Sierra V., A configurational analysis of the Human Resources Contribution to firm's bottom line results. AGRH CONGRÈS 2004, La GRH mesurée! 1er au 4 septembre 2004, Montreal.
- 116.Dolan S.L., Diez-Pinol M., Cerdin J.L., Gosselin E., A comparative study of Quebec Vs. French University Students: An Exploratory analysis of Work and Life Values of future managers, AGRH CONGRÈS 2004, La GRH mesurée! 1er au 4 septembre 2004, Montreal.
- 117.IV CONGRESSO INTERNACIONAL DA ABQV E II SIMPÓSIO DE EDUCAÇÃO CONTINUADA EM QUALIDADE DE VIDA De 12 a 15 de Setembro de 2004 , Local: Blue Tree Conventions – Ibirapuera San Paulo Brazil.
- 118.Dolan S.L., Acosta Flama C., “e-HRM, the technology adoption life cycle, and firm success: Towards a new conceptual model, EURAM, Munich, May 4-7, 2005.
- 119.Baruch Y., Dolan S.L., Quick J. Co-chairs of a track: Careers, Stress and Mental Health. EURAM, Munich, May 4-7, 2005.
- 120.Dolan S.L., Garcia S., Diez Pinol M., Bell R., Validation of "triaxial" model of values-based management: Towards new perspectives to manage culture in organizations, EAWOP XII European Congress of Work and Organizational Psychology, May 12-15: 2005 Istanbul Turkey.
- 121.Dolan S.L., Knoppen D., M.Diez, Bell R., Value consistency in corporate Spain, EAWOP XII European Congress of Work and Organizational Psychology , May 12-15: 2005 Istanbul Turkey.
- 122.R. Shmueli, Dolan S.L., Cerdin J.L., Emotional Intelligence as predictors of cultural adjustment for Managerial success in Global Assignments: Preliminary results anchored in strategic HR selection model. V International HR Workshop. Sevilla May 18-22, 2005.
- 123.C. Acosta-Flamma, Dolan S.L., The “technology adoption life cycle model” as a core concept in explaining the impact of web based technologies on hr efficiency and effectiveness, V International HR Workshop. Sevilla May 18-22, 2005.
- 124.Dolan S.L., Pan European Work Climate: Lessons and prospects based on the Great Place to work Model, Vlerick University (Ghent Belgium) June 8 2005.

- 125.Dolan S.L., Nuevos Paradigmas en la psicología del desarrollo organizacional. July 11, Universidad de Flores, Buenos Aires Argentina.
- 126.Dolan S.L., Tzafrir S., Baruch y., Testing the causal relationships between procedural justice, trust and organizational citizenship behavior. 16e Conférence de l'AGRH- Paris Dauphine-15 et 16 septembre 2005 »
- 127.Dolan S.L., Sureda J., Diez.P.M. And others: Workclimate and employment relations in the E.U., within the context of quality of work (lessons, benchmarks and challenges ahead), 1st Pan European Work Climate conference. November 10-11, Barcelona. 2005.
- 128.Dolan S.L., Valle R., Trends in HRM in Spain, Participation in a symposium entitled: "Yes, we have no Bananas: Current Status and Future Challenges of HRM Practices and research in Iberoamerica", The 4th International Conference of the Iberoamerican Academy of Management, December 8-11, 2005, in Lisbon, Portugal.
- 129.Dolan S.L., Diez-Pinol M., Sierra V., Cannings K., PERSONAL ATTRIBUTES AND WORK DEMANDS AS DETERMINANTS OF WELL-BEING AMONGST SWEDISH PHYSICIANS:" the 4th International Conference of the Iberoamerican Academy of Management, December 8-11, 2005, in Lisbon, Portugal.
- 130.Resania D., Dolan S.L., Lingham T., A Lateral Study of Project Success: Developing a model for project management" the 4th International Conference of the Iberoamerican Academy of Management, December 8-11, 2005, in Lisbon, Portugal.
- 131.Shmueli R., Dolan S.L., Cerdin J.L., The impact of Emotional Intelligence Competencies on International assignment success" , the 4th International Conference of the Iberoamerican Academy of Management, December 8-11, 2005, in Lisbon, Portugal.
- 132.Dolan S.L., Garcia S., Tzafrir S., Predictors of "quality of work" and "poor health" the 4th International Conference of the Iberoamerican Academy of Management, December 8-11, 2005, Lisbon, Portugal.
- 133.Zhang Y. Dolan S.L., Lingham T., DYNAMIC STRATEGIC HUMAN RESOURCES FOR SPANISH FIRMS IN CHINA: THEORIZING FROM PRELIMINARY FINDINGS 21ST WORKSHOP ON STRATEGIC HUMAN RESOURCE MANAGEMENT, Aston Business School, Birmingham, U.K. March 30-31, 2006-02-13.
- 134.Rezania D., Lingham T., Dolan S.L., From production line to team-based management: the power of conversation in team development, XV INTERNATIONAL TOURISM AND LEISURE SYMPOSIUM, 3-4 of May 2006, ESADE Barcelona.
- 135.Rezania D., Dolan S.L., Lingham T., The Dynamics of Team Development in Information Technology Projects, EURAM CONFERENCE OSLO MAY 17-20, 2006.
- 136.136. Zhang Y., Dolan S.L., Straub C., Kusyk S., Work Life Values of Future Managers: Does country and gender make a difference, EURAM CONFERENCE OSLO. MAY 17-20, 2006.
- 137.Dolan S.L., Faculty participation at the pre-conference Doctoral Consortium. EURAM CONFERENCE OSLO MAY 17-20, 2006.

- 138.Zhang Y., Dolan S., Lingham T., Strategic Human Resources As A Dynamic Process In International Management Under Predetermined Time, Stage And Market Condition: Theorizing From The Case Of Spanish Firms In China. THE 2006 IACMR CONFERENCE "Knowledge Creation in a Transitional Economy", June 15-18, 2006 Hilton Hotel, Nanjing, PRC.
- 139.Diez Pinol, M., Dolan, S.L., Casellas Pladevall, S., A cross cultural and comparative perspective of career and burnout amongst physicians employed in the public sector in Spain and Sweden", the 10th International Conference of Work Values and Behavior , Tallinn, Estonia, June 25-29, 2006.
- 140.Dolan,S.L., Diez-Pinol, M., Sierra V., & Cannings, K., "Personal attributes and work demands as determinants of well being amongst Swedish physicians" the 10th International Conference of Work Values and Behavior , Tallinn, Estonia, June 25-29, 2006.
- 141.Dolan, S.L., Pino N.T., & Diez Pinol, M "Bidirectional work-family conflict and its impact on employee's mental and physical well being: an exploratory study" the 10th International Conference of Work Values and Behavior Tallinn, Estonia, June 25-29, 2006.
- 142.Mach M., Dolan S.L. Sierra V., Trust and team performance : The Effectiveness of the professional sport teams, the 10th International Conference of Work Values and Behavior , Tallinn, Estonia, June 25-29, 2006.
- 143.Rezania, D., Lingham, T., Dolan S.L., 1ST CONFERENCE ON RETHORIC AND NARRATIVES IN MANAGEMENT RESEARCH, May 11, 2006 Barcelona.
- 144.Mach M., Dolan S.L., The Complex Role of Trust in Explaining Team Effectiveness, International Symposium on Social Capital and Trust in Organizations, organized by the Valencia Institute of Economic Research and the BBVA Foundation. Madrid 29/11-2/12, 2006.
- 145.Mach M. Dolan S.L., Sierra V. Multidimensional trust effects on team performance: an organizational trust model approach European Academy of Management - EURAM Paris May 15-19 2007.
- 146.Albrecht C., Dolan S.L. Extrapolating from "French and Raven" Model of Power to Explain Processes of Unethical Behavior in Organizations European Academy of Management - EURAM Paris May 15-19 2007.
- 147.Dolan, S.L., Diez-Piñol, M., Sierra V., Cannings K., Emotions and work demands as determinants of health and well-being amongst European physicians. European Academy of Management - EURAM Paris May 15-19 2007.
- 148.Zhang Y., Dolan S.L., Knowledge and learning of Spanish firms in China: A pending assignment for strategic development of human resources? Symposium on: KNOWLEDGE AND LEARNING ASPECTS OF INTERNATIONAL HRM, Academy of Management annual meeting, Philadelphia August 3-8 2007.
- 149.Shamueli R., Dolan S.L., Cerdin J.L., Emotional Intelligence and international assignment success, Academy of Management annual meeting, Philadelphia August 3-8 2007.

150.Zhang Y., Dolan S.L., "Learning from subsidiaries: a knowledge exchange in international firms for better performance?" ACADEMY OF INTERNATIONAL BUSINESS, SOUTHEAST (USA) CHAPTER, ANNUAL MEETING, November 7-9, 2007, Nashville, Tennessee.

151.Mach M., Dolan S.L., Tzafrir S., Examining the impact of team trust on team Effectiveness: An exploration of a new triaxiale model, EIASN - 4TH WORKSHOP ON TRUST WITHIN AND BETWEEN ORGANIZATIONS (Oct 25 and 26, 2007).

152.Dolan S., Diez M., Sierra V., Cannings C., "Individual traits and organizational demands as precursors of "Vigor": Lessons from an international comparative study of hospitals" , the 5th International Conference of the Iberoamerican Academy of Management, December 6-8, 2007, in Santo Domingo, Dominican Republic.

153.Dolan S.L., Comments on presentations by: Edward Lazear, Angelo DeNisi, Paul Osterman and Henry Tosi: Human Resource Management: A Dialogue between Economics and Applied Psychology, Madrid, Universidad Carlos III, January 24.

## Co track chair for 2 sessions

154.Challenges and Contemporary Issues in Cross Cultural Management (co track leaders: Jan Selmer – Aarhus School of Business & Paul R. Sparrow Lancaster University).

155.International Fraud and Corruption: A Management Perspective" (co track leaders: Chad & Conan Albrecht).

156.Presentation of "BEYOND" (Palgrave-Macmillan 2008) in the track of "not published yet" selected as "one of the "most promising" forthcoming management books in 2008".

157.The Value of Values: An exploratory study of organizational values and their impact on the financial performance of the firm (with M.J. Alvarez de Lara, M.J. Parada & M. Diez Pinol), The 11th International Conference on Work Values and Behavior. June 22-25, 2008 Singapore Hosted by Nanyang Business School.

158.Trust, Culture and Team Performance: Validation of a Triaxiale Model (with Merce Mach and Shay Tzafrir) The 11th International Conference on Work Values and Behavior June 22-25, 2008 Singapore Hosted by Nanyang Business School.

159.Acculturation process: A typology and exploration from Spanish organizations in China (with Yingying Zhang).

160.Can the Management by Values (MBV) Concept be Used Effectively in Today's Fast Growing Chinese Organizations? Lessons in Cross Culture Reengineering When West Meets East" (with Yingying Zhang), The Third Conference of the International Association for Chinese Management Research (IACMR) to be held from June 19 to 22, 2008 in Guangzhou, China.

161.Project Human Resources revisited, IFSAM 9th World Congress (July 25-28, 2008), Shanghai, China (with Davar Rezania).

- 162.Dolan S.L., 10ème Université de Printemps de l’Audit Social, Conférence de clôture : Les défis sociaux et culturels dans un monde en transformation rapide: Bonne gouvernance et rôles de la DRH 8,9 et 10 MAI 2008, TANGER (MAROC).
- 163.Dolan S.L., Diez M., “Burnout vs. Vigor: Identifying configurations leading to Burnout vs. Vigor amongst Swedish Doctors”.
- 164.Diez M., Dolan S.L., Work demands and well-being: a comparative analysis amongst Swedish and Catalan physicians. ,European Academy of Occupational Health, November 2008 Valencia Spain
- 165.Dolan S.L., “Management in Tommorowland: The impact of the new global landscape on organizations, jobs and people”, The Catholic University of Lisboa, 1 day workshop on the European initiative: “New Skills for New Jobs”. Lisbon, December 9, 2008.
- 166.Moodie S., Diez-Pinol M., Dolan S.L., An exploratory study of the impact of work status on workplace engagement, well-being and accident proneness. HR 7th International Workshop. Murcia. May 21-22, 2009
- 167.Dolan S.L., Culture reengineering and value audit, IACCM CEMS 2009 Conference (Cross Cultural competence: knowledge Migration, Communication and Value Change), Vienna June 24-26, 2009
- 168.Bejarano A., & Dolan S.L., “ Gender issues in the relationship between career orientation and career success of engineers” Iberoamerican Academy of Management conference, Buenos Aires, 2009: December 9-11
- 169.Gur A., Tzafir S., Dolan S.L., Do organizations see what their customers learn? The effect of trust on customer aggressive behavior, 5th Workshop on Trust Within and Between Organizations Madrid, Spain, January 28-29, 2010
- 170.Dolan S.L. editor forum : publishing high quality papers in top academic journals, BALAS, Barcelona may 24-26, 2010
- 171.Dolan S.L. (with Scott Moodie and Andre Arsenault): Exploring the multiple linkages between work engagement and health: An Empirical analysis within the Catalan nursing context, 9th Conference of the European Academy of Occupational Health Psychology, Rome, 29-31, March, 2010.

## 25TH ANNIVERSARY WORKSHOP ON STRATEGIC HUMAN RESOURCE MANAGEMENT

BARCELONA, SPAIN, APRIL, 19-20, 2010

### CHAIRPERSONS

PROFESSOR SIMON L. DOLAN - ESADE BUSINESS SCHOOL, SPAIN

PROFESSOR MARTIN HILB - UNIVERSITY OF ST. GALLEN, SWITZERLAND

PROFESSOR DAN ONDRACK - UNIVERSITY OF TORONTO, CANADA

PROFESSOR MICHAEL SEGALLA - HEC SCHOOL OF MANAGEMENT, FRANCE

172.Dolan S.L. (with Yingying Zhang) SUSTAINABLE STRATEGIC HUMAN RESOURCE MANAGEMENT THROUGH VALUES: A CONFUCIANISM PERSPECTIVE, Barcelona April 19-20, 2010

173.Dolan S., Managing and Coaching by Values: A key to tomorrow's' success, in Managing by values and beyond. 2nd international Business conference, McEwan School of Business, May2-3, 2010, Edmonton, Canada

174.Dolan S.L., (with Mario Raich and Riane Eisler) All Academy Symposium: Manging in Tomorrowland, EURAM 10th Anniversary meeting, , May 19-22, Vergata university , Rome, 2010

175.Dolan S., (Caucus facilitator): East meet West: Evolution, conflicts and complementarities amongst traditional vs. Emerging values in the Chinese labor force, The 2010 IACMR conference. June 16-20 Shanghai, China , Huating Hotel

176.Dolan S.L., (PWD: Chinese Management Research in Europe) , with: Ingmar Björkman, Swedish School of Economics, Finland; Carl Fey, Stockholm School of Economics, Sweden; J. Selmer, Aarhus University, Denmark ; Yingying Zhang, CUNEF, Complutense University of Madrid, Spain The 2010 IACMR conference. June 16-20 Shanghai, China, Huating Hotel.

177.Dolan S.L., (with Bao Yuangjie and Monica Grau) Value Congruence and its Effect on Work Engagement and Organizational Citizenship Behavior: A Positive Organizational Behavior Perspective, ISSWOW, The 12th International Conference on Work Values and Behavior (Estoril , Porrtugal) June 27-30, 2010

178.Dolan S.L., (with Scott Moodie, Yuangie Bao and Monica Grau) Are We Breeding Nihilists? An analysis of the perceived personal importance of values between undergraduate and postgraduate students ISSWOW The 12th International Conference on Work Values and Behavior (Estoril Portugal) June 2730, 2010

179.Dolan S.L., (with Zahra Solouki) The underlying structure of Culture: Applying the Triaxial and quadraxial Model of Values in explaining culture integration and diversification, The International Conference on Multiculturalism and Global Community July 24- 27, Teheran, Iran

- 180.Dolan S.L., (with Bonnie Richlie, Tony Lingham and Riane Eisler ) Care-based Practices: An emergent conversation on creating and sustaining care in action, Academy of Management (Montreal) - August 6-10, 2010
- 181.Dolan S.L., (with Monica Grau , Rebekka Vadina, scott Moodie and Bao Youngie) Gender differences in congruence between personal and organizational values EuroMed Academy of Business , November 45, 2010 Nicosia Cyprus
- 182.Dolan S.L., Coaching by Value: The leadership spirituality connection, Inaugural Conference Spirituality & Management: strangers no more? 9-10 December, 2010 , WU Vienna, Austria
- 183.Dolan S.L. (with scott Moodie and Andre Arsenault) Exploring the multiple linkages between the metabolic syndrome and stress, International conference on Pre-Hypertension & Cardio Metabolic Syndrom, 24-27 of February , 2011 (Hilton Vienna)
- 184.Simon L. Dolan (ESADE-Future of Work Chair) « Le Management RH demain : Continuité ou Rupture ? » (Table ronde). 11° RENCONTRES SUR LA PROSPECTIVE DES METIERS : Quel Management des Ressources Humaines demain ? March 10, (ESSEC - la Defense – Paris)
- 185.Kubra CANHILAL, Mouna EL WAHIDI et Simon DOLAN (ESADE- Future of Work Chair) « Former les équipes de Ressources Humaines à composer avec une diversité croissante au travail : le rôle émergent des coaches », 1° RENCONTRES SUR LA PROSPECTIVE DES METIERS : Quel Management des Ressources Humaines demain ? March 10, (ESSEC - la Defense – Paris)
- 186.186. Simon L. Dolan (with Yuanjie Bao) “Sharing the culture: The role of storytelling in the process of managing by values”, 4th International Conference on Rhetoric and Narratives in Management Research (a joint collaboration between ESADE and RSM, Erasmus University). Barcelona, March 24th to 26th
- 187.Simon Dolan (with Delia Mannen) “Conceptualizing and Measuring the Meaning of Work Values Amongst Public Sector Employees Across Cultures: A pilot study based on semi-Delphi methodology ”(4th International Conference on Rhetoric and Narratives in Management Research (a joint collaboration between ESADE and RSM, Erasmus University). Barcelona, March 24th to 26th)
- 188.Dolan, S. (with Canhilal, S. K.) U-Curve Hypothesis and Expatriate Adjustment: An exploration of the perceived willingness of the Host Society’s intention to communicate, the VIII International Workshop on Human Resource Management, 12-13 of May 2011 Seville.
- 189.Dolan S.L. (with Amit & Tzafrir) EWOP “Customer aggressive behavior and service quality”, 15th conference of the European Association of Work and Organizational Psychology, 25-28 May 2011 MECC Maastricht.
- 190.Dolan (with Tzafrir, Moodie, Ben Gal) – chairing a track 42 on: Fostering a climate for organizational excellence: work passion, trust, cultural and values reengineering, EURAM 11th Conference (theme: Management culture in the 21st century), Tallinn, Estonia 1-4 of June 2011

- 191.Dolan S.L. – Editor's forum 11th EURAM Annual Conference Tallinn 1-4 June 2011
- 192.Dolan S.L., - "Coaching by values", 11th EURAM Annual Conference Tallinn 1-4 June 2011
- 193.Dolan S.L. "Towards the rebuilding of culture of excellence in organizations: Emerging models, methodologies and tools", University of Tartu Finnish-Estonian doctoral consortium on "culture in organizations" (with Hofstede, Realo and Vadi). June 6-8, 2011.
- 194.Kristine M. Kawamura, Jeana Wirtenberg, Riane Eisler and Simon L. Dolan "Women, Men, and Care in the New East-West Economy", An all Academy Symposium 2011 Academy of Management Meeting, August 12-16, in San Antonio.
- 195.Kristine M. Kawamura , Jeana Wirtenberg, Riane Eisler and Simon L. Dolan , PDW al, "Transforming Institutions & Leaders in Support of Caring Economics Policies & Practices", the 2011 Academy of Management Meeting, August 12-16, in San Antonio, Texas.
- 196.Kristine M. Kawamura , Jeana Wirtenberg, Riane Eisler and Simon L. Dolan, PDW Shaping Caring Cultures and Strategies in Organizations, the 2011 Academy of Management Meeting, August 12-16, in San Antonio, Texas.
- 197.Dolan S.L. "Towards the development of sustainable culture of excellence: Ideas for enhancing quality and services in the 21st century organizations", keynote speech to the 14th QMOD conference on Quality and Service Sciences ICQSS 2011. San Sebastian, August 29-31 2011.
- 198.Dolan S.L., Coaching and Managing by Values: An innovative framework for attracting, retaining and motivating global talent, The 2nd International Conference on Cross-Cultural Management - Cultivating Borderless Management Talents, December 18, 2011, Shanghai International Studies University (SISU)
- 199.Yuanjie Bao, Ying Liu, Simon L. Dolan, The meaning of values and its respective work culture as manifested by Chinese public sector employees: An exploratory analysis based on a tri-axial model, 13th Biennial ISSWOV Conference, June 24-27, 2012, Goa, India
- 200.Rebekka Vedina & Simon L. Dolan, Well-being among elder employees in companies experiencing restructuring: the Spanish story, 13th Biennial ISSWOV Conference, June 24-27, 2012, Goa, India
- 201.S. Kubra Canhilal, Ben Capell, Simon L. Dolan, Ruth Alas, Lutz Sommer and Carolin Ossenkop, Mapping Values in the Old vs. the New Members of the European Union: Comparative Analysis of Public Sector Cultures, 13th Biennial ISSWOV Conference, June 24-27, 2012, Goa, India
- 202.Yingying Zhang, Yajun Wu, Yajun Wu and Simon L. Dolan, Coaching and managing by values: Examining the fundamentals of culture reengineering within the context of Western and Chinese Perspectives, PDW, IACMR, June 20-24, 2012, Hong Kong, China
- 203.Dolan S.L. Meet-the-editors plenary session. 5th Equality, Diversity and Inclusion International Conference, 2012, Toulouse, France, 23-25 July, 2012, Toulouse Business School

- 204.Scott Moodie, Simon L. Dolan, Ronald Burke Engagement vs. Burnout: An examination of the relationships between the two concepts within the framework of the JDR model, 2012 meeting of the Academy of Management, Boston, August 3-7, 2012.
- 205.Kristine Kawamura, Rian Eisler, Jeana Wirtenberg 6 Simon L. Dolan , Women in the Informal Economy: Listening to their Voices...Improving their Lives through Caring Action Research Projects, PWD, 2012 meeting of the Academy of Management, Boston, August 3-7, 2012.
- 206.Dolan S.L. with others: Panel Symposium: Rethinking the Informal and Formal Economies: Measures, Management, and Metamorphosis2012 meeting of the Academy of Management, Boston, August 3-7, 2012.
- 207.Racheli Shemueli Gabel, Simon L. Dolan "Lo que vale el trabajo en el sector público: Estudio exploratorio del significado de los valores organizacionales en el sector público en Perú, CLADEA 12 de october, 2013 ESAN Lima Peru.
- 208.Hayashi P. Jr., Simon L. Dolan "The search for Miracles in Management: An exploration with the concept of Talenting", The 3rd Conference of Management, Spirituality & Religion, Lourdes, France 2013 May 16th-19th. Web site at: <http://www.miraclesmanagement2013.bem.edu/page.php?p=1>
- 209.Gur, A., Tzafrir S., Dolan S.L., "IT'S A MATTER OF TRUST: EXPLORING PATIENT AGGRESSIVE BEHAVIOR AND ITS IMPACT ON SERVICE QUALITY WITHIN THE HEALTH CLINICS SECTOR' - 'MANAGING IN A GLOBAL ECONOMY XV' Conference, to be held in Seville, Spain June 23th to June 27th 2013. <https://eamiconference.org>
- 210.Hayashi P. Jr., Simon L. Dolan 'TALENTING: TOWARDS A NEW PROCESSUAL APPROACH TO DEAL WITH TALENT MANAGEMENT' - 'MANAGING IN A GLOBAL ECONOMY XV' Seville, Spain June 23th to June 27th 2013. <https://eamiconference.org>
- 211.Gabel-Shemueli R., Dolan S.L., Canhilal K., Antecedent factors contributing to success in international assignments: A qualitative-integrative based analysis , the 29th EGOS Colloquium 'Bridging Continents, Cultures and Worldviews' in Montréal, Canada, July 4-6, 2013. Web site: [http://www.egosnet.org/2013\\_montreal/general\\_theme](http://www.egosnet.org/2013_montreal/general_theme)
- 212.Capell B., T., Dolan S.L., The Moderating And Mediating Role of Trust In Supervisors And Organization On The Disclosure Of Stigmatized Identities At Work, 7th FINT Workshop on Trust Within and Between Organizations at Singapore Management University, Singapore, 21-23 November 2013
- 213.Gabel R., Dolan S.L., Suarez A., RECURSOS LABORALES: MODERADORES DEL IMPACTO DE LAS DEMANDAS LABORALES SOBRE PARTICIPACIÓN ACTIVA EN EL TRABAJO EN ENFERMERAS, The 8th Iberoamerican Academy Conference, São Paulo, Brazil. December, 8th - 10th 2013
- 214.Dolan S.L., keynote presentation on international research in the MSR field, MSR Doctoral Consortium, Academy of Management Annual Meeting , August 2014 31/7/2014-5/8/2014 Philadelphia



- 215.Dolan S.L. Kawamura K., A Global Cross-cultural Competency Model in Action: A voyage into the power of cross-cultural awareness and behavior to enhance cross-cultural competency skills, PDW co-organizer. Academy of Management Annual Meeting. August 2014 31/7/2014-5/8/2014 Philadelphia
- 216.Dolan S.L. Altman Y., Kawamura K., Embedding cross cultural and religious values with spirituality in enhancing sustainability and meaningful work: exploring the iceberg, sharing stories and experiences, and setting the agenda for future research. PDW co-organizer. Academy of Management Annual Meeting. 1 August 2014 Philadelphia
- 217.Capell, B., Tzafrir, S, Dolan, S. L., & Enosh, G (2014). The power of words, trust and HRM in the disclosure of stigmatized identity at work. Academy of Management Meeting, 31/7/2014-5/8/2014 Philadelphia
- 218.Ben Gal H., Tzafrir S., Dolan, S.L. Actionable trust in service organizations: A multi-dimensional perspective, 30th EGOS Colloquium Rotterdam, The Netherlands July 3–5, 2014
- 219.Dolan S.L. (Co-Track Chair) Liderando en un mundo global. Latinoamérica y Europa, nuevas conexiones, CLADEA, Barcelona 3, 4 y 5 de septiembre de 2014.
- 220.Dolan, S.L., Altman Y., Capell B., and Raich M., Embedding Values and Empowering Spirituality in Management Education: The case of two successful Business Schools in Barcelona, ISSWOW Riga – June 2014
- 221.Capell, B., Tzafrir, S, Dolan, S. L. (2014). The impact of different levels of trust in employees' disclosure of sensitive information. First International Network on Trust. Coventry University
- 222.Capell, B., Dolan, S. L., Tzafrir. S. & Enosh, G (2014). Disclosure of Stigmatized Identity: The Role of Trust. 30th EGOS Colloquium, Rotterdam School of Management
- 223.Dolan S.L., Keynote Address: Coaching by values and Leadership. 3rd Symposium on Ethics and Social responsibility research. Universidad de Extremadura, Badajoz Spain, May 28, 2015
- 224.Dolan et al. (2015) keynote address and organizer of the “Spirituality and Creativity in Management World Congress, Barcelona Spain. An Academy of Management sponsored event. Barcelona April 22-25

- 225.Dolan S.L. Round table on “the future of managing people, XXIII Congreso Eben “Dirección de personas y gestión ética de las empresas”, Universidad Pablo de Olavide, Sevilla 11-12 de Junio 2015
- 226.Capell B., Tzafrir S., Dolan S.L., Trusting whom? Dynamics of trust and disclosure, 31st EGOS Colloquium 2015, July, Athens, Greece.
- 227.Kawamura K., Dolan S.L. , et al. Developing Cross Cultural Competence in Leaders & Managers: Reflect, Communicate & Adapt, Academy of Management Meeting , August 7-11 2015 Vancouver, BC, Canada
- 228.Dolan S.L., Symposium: The Value of Dolan's Values Framework, X International HR Workshop Cadiz, November 2016
- 229.Dolan S.L., Ben Capell, Shay S. Tzafrir, Kristine Marin Kawamura “Trusting Your Leader: A voyage into value-based anchors”, 15th ISSWOV Conference, Belo Horizonte, Brazil , July 3 to 6, 2016
- 230.Dolan S.L., Managing in the new landscape with a special focus on an Island economy (in French) RENCONTRE INTERNATIONALE ET RECHERCHE EN MANAGEMENT, AU SERVICE DE L'ECONOMIE INSULAIRE - GUADELOUPE 2017, Les 17, 18 et 19 MAI 2017 en Guadeloupe ((Hôtel Karibéale Gosier)
- 231.Dolan S.L. Keynote address of the opening session of the 16th ISSWOV Conference, in Trieste Italy, July1-4 2018. The role of values in the organizations of the 21st century. Trieste Italy.

**Note: As of 2019 I have retired from ESADE and became a freelance. As such, I do not have institutional support to cover expenses in academic conferences. I only attend those who invites me to deliver a keynote address.**

## Professional Conferences

(sample from last 15 years or so)

**Monterrey (Mexico)** with Garcia-Marquez & Adela Maldonado

**Madrid Spain** - February –March (2003). A series of 2 days workshop on “Managing by Values” to Middle-High level executives of Telefonica.

**Seville-Spain** - March 4-6 (2003) Sevilla Spain - Doctoral seminars on HRM various themes. Pablo de Olavide University.

**Madrid-Spain** - March 11 (2003) Banesto Madrid. Half a day workshop to Bank managers (Banesto) on: Culturas y Valores de Empresa.

**Monterrey Mexico** - May (2003) lecture on Frontiers in managing HR. ITESM. (Below a picture with Garcia - Marquez in Monterrey).

**San Paulo – Brazil**- October 15 (2003). Keynote address to the Brazilian Association of Quality of Life Annual Congress on: A New Perspective to QWL.

**Montreal (Canada)** - November 6-7 (2003) La gestion par valeurs...une évolution nécessaire.

L’Association Des directeurs généraux de services de santé et des services sociaux du Québec. Keynote address. Hilton Bonaventure.

**Sitges Spain** - May 3 (2004). The new agenda in managing HR in the XXI century. HP, HR Iberia annual meeting.

**Barcelona.** - May 5 (2004) Proyectos Europeos: los mejores lugares para trabajar. Jornada Tecnica Condiciones de trabajo y responsabilidad social. Instituto Nacional de Seguridad E higiene en el trabajo.

**Expo Management, in Madrid** May 19 (2004). Designing Organizational Culture for Success in the 21st Century Organization. Video conference to.

**Castellón -Spain** - May 25 (2004) Cámara de Comercio de. 1 day seminar to senior executives on Managing by Values. Joint program of ESADE and Deloitte Touche Spain.

**Valencia Spain** - June 30 (2004). 1 day seminar to senior executives on Managing by Values. Joint program of ESADE and Deloitte Touche Spain.

**Sao Paulo Brazil** - September 6-10 () 5 days seminar on Management by Values to Brazilian Managers and professionals.

**Haifa – Israel** - October 20 (2004), University of Haifa Graduate School of Business. Lecture on Cultural Reengineering.

**Tel Aviv Israel** - October 25 (2004) Tel Aviv Israel – Dan Acadia Hotel. Seminal to CEOs and VPs on “Managing by Values”.

**Tel Aviv Israel** - October 26 (2004) Tel Aviv University Israel. Graduate research seminar to doctoral students and faculty on the ongoing research projects in IEL-ESADE.

**Near Tel Aviv Israel** - October 27 (2004). Keynote address to quarterly senior executives in OrangePartner Company on Managing by Values.

**San José Costa Rica** - April 6 (2005) Keynote address on Challenges to Managing HR in the XXI century. San José Costa (Los retos de la gestión de recursos humanos en el Siglo XXI, IV Congreso Internacional de Recursos Humanos: ¿Hacia donde van las organizaciones?: prácticas, límites y potencialidades”, Abril 6-8, 2005.

**Castellón (Spain)** - June 7 (2005) programa Alta Dirección de Empresas Internacionales para Deloitte y la Cámara de Comercio de sobre la dirección por valores.

**San Sebastian -Spain** - June 23-24 (2005). Cluster del Conocimiento en Gestión Empresarial. Emocional intelligence as predictor of success for globaly assigned managers (La inteligencia emocional, una habilidad para el éxito de los gerentes globales en la asignación internacional).

**Valencia Spain** - July 6 (2005) programa Alta Dirección de Empresas Internacionales para Deloitte & ESADE sobre la dirección por valores.

**Buenos Aires Argentina** - July 14-15, (2005) – Programa Ejecutivo de Gestión de las personas en las organizaciones.

**Sao Paulo Brazil**- September 4-9 (2005) (ABQV) seminar for Brazilian executives on managing by values and quality of life.

**Barcelona**. November 9-10 (2005) Lecture to the 1st EU Workclimate Conference. ESADE.

**Sagaro Catalunya** - February 3, 2006 A 1 day seminar () on managing by values to middle managers.

**ESADE Barcelona** - March 29, 2006. A lecture to European executives on Spirit values creation model in a 3 days workshop on: Strategic Innovation: Reinventing the Corporate Value Creation. ESADE Executive Education. Barcelona.

**Lisbon –Portugal** - April 5-6 (2006) () a lecture on “WORKCLIMATE AND EMPLOYMENT RELATIONS IN THE EU WITHIN THE DUAL CONTEXT OF QUALITY OF WORK AND COMPETITIVENESS: LESSONS, BENCHMARKS AND CHALLENGES AHEAD”. The HR Forum, Lisbon.



# Simon L. Dolan

Values & Future of work

**Sintra – Portugal** - April 24 (2006) () Conference on “Motivation and Managing by Values. Half a day lecture delivered to 110 Pestana Hotel Chain senior managers.

**Beijing - China** - June 12 (2006) R e m i n University. Lecture on challenges in managing HRM in the 21st century.

**Vilamoura Algarve Portugal** - June 19 (2006 - ), Keynote address to 600 managers in “Modelo Continente” group in their annual meeting about relationships of Trust.



**Bilbao – Spain** - June 23 (2006) T h e Guggenheim Museum in A lecture to about 150 professionals in the health sector on Managing by Values: Premises and prospects for managing the complexity of dynamic organizations in the 21st century. The 3rd International Conference on Complexity and Healthcare Management.

**Sao Paulo- Brazil** - August 24 (2006). Keynote address on “Managing by Values” to the annual meeting of the managers across Brazil. HRM annual meeting. 2500 HR.



**Bilbao – Spain** - October 25 (2006) Bilbao Spain. Conference to the Bilbao Chamber of Commerce on “inteligencia y inteligencia emocional aplicada al negocio”.

**Oporto Portugal** 7 of November (2006) – Conference on managing by values, School of Management



**Lisbon Portugal** - 15 of November (2006) – 1st workshop on “Managing by values” in Portugal.

**Lerida Spain** - 27 of November (2006) - . Conference on Challenges of managing people in the small and medium sized enterprise in the XXI century, Institute Nacional D' Educacio fisica de Catalunya, centre de Lerida.

**Barcelona** - ESADE - 8-11 of January (2007) – Teaching an EMBA intensive sessions to a joint ESADE – Al Akhawayn University (Marocco) on Managing Human Resources in the 21st century.



**Near Oporto in Portugal** - 12 of January (2007) -. Seminar on “Fast Forward Managing by Values” to 56 senior executives at “Grupo Bial Pharmaceutical” in their annual management meeting.

**150 km south of Lisbon (Portugal).** - 1-2 February (2007) W e e k e n d seminar on managing by Values to the board and senior managers of EDIFER.

**Bogota – Colombia** - 6-7 of March (2007) HUMAN CAPITAL FORUM 2007 “Las personas como ventaja competitiva en la era del conocimiento”. Conference on: La reingeniería cultural: la nueva ventaja competitiva en el s. XXI

**Sevilla Spain** - 19 of April (2007) K e y n o t e address to the annual meeting of corporate HR managers and HR consultants from Belgium on “culture Reengineering”. About 180 people attended this conference.

**Castelleon- Spain** - 19 of June (2007) 1 day seminar on Managing by Values to a joint Camera de Comercio – Deloitte course to senior managers of International companies.

**Lima Perú** - 17 of July – 19 of July (2007): taller de alto nivel sobre la importancia de la gerencia de recursos humanos en el siglo XXI. GERENTES DE LIMA, TRUJILLO Y AREQUIPA FUERON CAPACITADOS EN LO ÚLTIMO DE LA GESTIÓN DE RECURSOS HUMANOS.

**Barcelona – Spain** - 13-14 of September (Barcelona – World Trade Center) Moderator of 2 days conference to senior European executives.

**Madrid (Spain)** - 4-5 of October 2007) – In company training provided to Telefonica executives on: Strategic Management of People (Dirección Estratégica de Personas)

**Barcelona – Spain**- 9 of October 2007 - 3 hours lecture on Managing by Values” to a pan European Executive Seminar on: Strategic Innovation: Reinventing Corporate Value Creation.

**Vilnius-Lithuania** - 11 of October 2007 - One day seminar to Lithuanian executives (about 100 people) from some of the most important companies in Lithuania on “Managing by Values”.

**Seville (Spain)** - 2 of November 2007 - 3 hours lecture on: la cultura organizativa como factor generador de compromiso, lealtad y motivación de los trabajadores del siglo XXI, to about 150 professionals working for the Junta de Andalucía.

**Palma de Mallorca - Spain** - 30 of October 2007– Keynote address to about 300 people during the European week of Quality organized in Mallorca.



**Granada- Spain** - 29 of November 2007 – Open conference to professional managers in Granada interested in ESADE PMD Program. Title of the conference: La cultura organizativa como factor generador de compromiso, lealtad y motivación".

**Barcelona – Spain** - 17 of December 2007 - EFMD Masterclass Programme Managing by Values (MBV) - A new imprint for excellence via culture transformation, By Simon Dolan (delivered to about 28 OD and Education specialists).

**Madrid-Spain** - 19 of February 2008 Talk to about 30 managers (ESADE alumni and guests) on: La empresa del siglo XXI tiene que generar oportunidades para motivar a sus trabajadores".



# Simon L. Dolan

Values & Future of work

**Amsterdam – The Netherlands** - 26 of February Hotel NH Caransa. Rembrandtplein, Lecture on “Managing by Values and the need for culture reengineering for a winning organization”. Lecture to about 30 managers from the BENELUX area.



**Barcelona** - 28 of February 2008 Special lecture to 220 managers (Alumni of ESADE)



**Barcelona – Spain** - 29 of February 2008) - Keynote address on the Challenges of managing human resources in the XXI century to SAP EMEA HCM Community. About 70 people attended this meeting.

**Berlin – Germany** - 03 of March 2008– MBV seminar to EFMD Link participants.

**Oporto – Portugal** - 05 of May 2008, – Lecture on BEYOND –Business and Society in Transformation, to about 200 CEOs of Oporto region.



**Tanger Morocco** - 10 of May 2008– Keynote address on challenges on managing human resources in the XXI century (in French) to the annual meeting of Social Audit institute. About 220 people attended.

**Lisbon-Portugal** - 19 of May 2008 - keynote presentation of “beyond” (with Mario Raich) to about 180 CEOs and VPs of large corporations in the Lisbon area. Organized by Select'veidor and expresso.



# Simon L. Dolan

Values & Future of work



**Barcelona Spain** - 29-30 of May 2008) – Organizing and moderating an international workshop on stress.people attended this two days event.

**San Sebastian –Spain** - 13 of June 2008 - La Inteligencia Emocional en el sector de Automoción. Keynote address to the annual meeting of the Association of Automobile dialers in the Basque country.

**Barcelona – Spain** - 1 of July 2008 – a 1 day seminar on culture reengineering and change management to people attending the management development Program (PMD) from Granada.

**La coruña-Galicia** - 1 7 of July 2008 a 1 day seminar on Change management and managing by values to participants in ESADEs PMD program.

**Montreal-Canada** - 11 of September 2008– 4 hours lecture to African Executives (in French) on: La gestion du changement, la gestion par valeurs et les rôles de la DRH dans un période de transformation.

**Seville –Spain** - 14 of October Conferencia inaugural Master en Dirección de Empresas MBA Universidad Pablo de Olavide, “RETOS EN LA DIRECCIÓN DE PERSONAS EN EL SIGLO XXI: Cultura y inteligencia para triunfar”.

**Lima, Trujillo & Arequipa (Peru)** - 16-18 of October 2008 – Repeated 1 day seminar on: El mundo de los Negocios: Más allá del siglo XXI.

**Lima – Peru** - 21 of October 2008 – keynote address to participants of the 17th Conference on Managing people organized by SEMINARIUM: Title: Manejo del estrés en el centro de trabajo.



23 of October 2008 (Montevideo Uruguay). An intensive Masterclass Seminar on “managing by values” to the Universidad Católica.

**Lima – Peru** - 30 of October 2008 – 46º Conferencia Anual de Ejecutivos CADE (2008) – keynote address on: Innovación en la empresa: talento para la innovación y la competitividad.

**Barcelona – Spain** - 3 of November 2008 - 8 hours lecture on managing people in organization to a Joint ESADE –St Galen master in Program Leadership Development.

**Oporto-Lisbon** - 17 of November 2008 and 18 of November (Lisbon –Portugal) - Índice de Perspectivas Profissionais (IPP) e Índice de Perspectivas de Reformas (IPR); presentation of the 1st IPP Portugal to about 150 HR directors and executives in each city.

**Oporto-Lisbon (Portugal)** - 17 of November 2008 in Oporto and 18 of November (Lisbon – Portugal) - Índice de Perspectivas Profissionais (IPP) e Índice de Perspectivas de Reformas (IPR); presentation of the 1st IPP Portugal to about 150 HR directors and executives in each city.

**Barcelona- Spain** - 23 of January 2009 Conferència inaugural - Empowerment i direcció per valors. I JORNADA EMPOWERMENT. Fundació Hospital Esperit Sant.

**Oporto – Portugal-** 17 of March 2009 - Presenting the IPP Hot topics to 150 HR managers in the Universidad católica of Oporto.

**Lisbon Portugal** - 28 of May, 2009 – centro Congressos de Lisbon. Keynote address to ANJE celebrating 30 years. Themes: reflexion on creativity and entrepreneurship in the 21st century. Some copresnters included the prime minister of Portugal (José Socrates) and the bishop of Lisbon (Carlos Azevedo)

**Sao Paulo- Brazil** - October 5, 2009 Symposium on Quality of Life. Keynote address on: stress, selfesteem, health and work. About 600 participants.

**Sao Paulo - Brazil** - October 7, 2009 - - lecture to the Camera de comercio español en Brasil

**Rio de Janiero – Brazil** - October 8, 2009 – Lecture in Rio De janeiro to about 300 managers in Bradesco on Managing in Tomorrowland

**Estoril - (Portugal)** - October 28, 2009 Lecture en to about 150 people in the hotel Industry. Palestra com o Prof. Simon Dolan, da ESADE Business School de Barcelona, sobre os futuros caminhos e desafios para uma gestão sustentável

**Bilbao –Spain** - October 29, 2009, Lecture on value ren gineering and coaching by values to about 200 representatives attending the annual meeting of the Basque consumer association

**Valencia – Spain** - December 10, 2009 - Presenting the Beyond and the Coaching by values forthcoming books. The Valencia association of HRM. (AEDIPE)



**Valencia – Spain** - December 11-12, 2009 - Delivering 2 half days workshop on “Coaching por ValoresTM: Transformando personas y organizaciones a través Del poder de los valores, University of Valencia.

**Sao Paulo – Brasil** - March 9, 2010– workshop to senior executives of Banco Real grupo Santander Brazil, on managing and coaching por values.

**Sao Paulo – Brasil** - March 10, 2010 – Camera de comercio España en Brasil, organized by ESADE Global office. Presenting Adiante – Book by Raich & Dolan March 8, 2010, SP Brasil, Keynote address in the ABQV

**Sao Paulo – Brasil** - March 11, 2010 – presenting the state of the art Psycho social risk audit to the HR group in Telefonica (Brazil).

**Rio de Janeiro – Brazil** - March 12, 2010 – Challenges of Managing Tomorrow, Universidad Federal do Rio.

**Barcelona –ESADE** - March 15, 2010 – presentation of Managing in tomorrowland for a group of teachers and students from Utah State University in ESADE.

**Lisbon- Portugal** - June 1st, 2010 - recording and broadcasting interview on “values, culture and the future of HRM”. Lisbon, RHTV <http://www.rhtv.com.pt>



**Beijing – China** - June 22, 2010 – Delivering an MBV 1 day seminar to researchers and graduate students at the Renmin University in Beijing.

**Valladolid – Spain** - July 26, 2010 – delivering 1 day workshop on managing by values and culture reengineering to Fundación Parque Científico Universidad de Valladolid+



**Manaus – Brazil** - October 7-8, 2010 – delivering a keynote speech to the 10 anniversary congress of the Brazilian Association of Human Resource Professionals. Theme of the speech: “Managing people in tomorrowland: Innovative approached to Managing and Coaching by values as a strategic leadership tool”



**San Jose –Costa Rica** - April 12, 2011 – delivering a conference at the university of Costa Rica (Escuela de Ciencias de la Administración (ECA), de la UNED).

**San Jose –Costa Rica** - April 12, 2011 – delivering a keynote speech on organizational commitment to the ministry of Justice (about 150 participants)



**San Jose –Costa Rica** - April 13, 2011 – Delivering a seminar on leadership in an age of ethics – Coaching by values (about 60 participants)

**Rio de Janeiro Brazil** - May 10, 2011 () – Keynote address to the “37º CONGRESSO ESTADUAL DE GESTÃO DE PESSOAS - RH Rio 2011” (EM BUSCA DO EQUILÍBRIO DINÂMICO)



*Motomura e Dolan também debateram entre si o tema do "Equilíbrio Dinâmico"*

**Recife – Brazil** - May 12, 2011 - Conference at the UPE University in Recife on Managing Change.

**Recife (Brazil)** May 12, 2011 - Workshop on “Coaching by Values” - Photo bellow – selected images of participants reaction to Dolan.



*Moments of joy during the workshop*

**Rio de Janeiro Brazil** - May 16, 2011 - keynote speech during quality award ceremony to public sector employees in the state of Rio (palestra Gestão Coaching por Valores)

**Santiago – Chile** - September 28, 2011 () Keynote address on: The value of health and well being in corporate cultura (El valor de la Salud y el bienestar en el ambiente corporativo)

**Santiago - Chile** - September 29, 2011 – Universidad san sebastian () – lecure on: Estrés, salud individual y salud empresarial: Reflexiones para desarrollar una calidad de vida sostenible

**Santiago - Chile** - October 3, 2011 - Lecture at the Universidad Autonoma de Chile: Coaching por valores: Desde la Dpv hacia la CpV, Santiago Chile



**Girona – Spain** - Octubre 28, 2011 – workshop on advances in managing people and culture change to senior directors of Clinica Salus.

**Barcelona –Spain** - Novemver 4th, 2011 – 1 day workshop on Talent management to HR director and CEO of Catalan cooperatives (SESSIÓ DE TREBALL SOBRE GESTIÓ DEL TALENT), GRUPCLADE, en la Fundació Blanquerna, Barcelona.

**Oporto – Portugal** - Noviembre 9-10, 2011 (), keynote address on: Managing and Coaching by Values, Annual congress of the Portuguese Association of HRM (APG) EGP - University of Porto Business School

**Rotterdam- Holland** - February 13, 2012 Rotterdam School of Management Erasmus University. Presentation on: Innovations in culture reengineering: Examining the theory and the practice of the 3Es Tri-axial model, Faculty Seminar.



**Oporto – Portugal** - February 24-25, 2012 International Coaching Certification Seminar to Portuguese coaches, Oporto 2012

**Munich – Germany** - March 23, 2012 – Hotel Execlior Munich, Talk to ESADE Alumni on: Coaching by values and leadership in Tomorrowland. About 20 executives, ex ESADE students.

**Tel Aviv – Israel** - October 9th, 2012 What's about coaching? Launching the Coaching by Values book at Tel Aviv University, Recanati Graduate School of Business. Full house close to 80 people attended the ceremony of dedicating the book to the late Prof. Arie Shirom.discussion.

**Tanger – Morroco** - November 24-25 2012. Presentation in French a module on: le Coaching et la gestion par les valeurs, to about 20 Marrocan executives doing a post graduate degree in eHECT – Tanger

**Barcelona –Spain** – November 28, 2012- “Retos para mantener la salud y la productividad en tiempos de crisis económica”. Hospital Clinico. Conference to professional employees of the hospital.

**Paris – France** – December 19, 2012. Presentation of a new book: Succés et valeurs, in the offices of L Harmattan in (Rive gauche).

**Singapore** - January 10, 2013. Conference on "Coaching by values and leadership in Tomorrowland", to ESADE Alumni Chapter in Singapor. About 40 people attemnded the session.

**Singapore** – January 6-11, accompanying a group of ESADE Master Students to a one week study tour at NUS (national University of Singapore)

**Richmond Virginia** – 24 of January 2013 delivery of half a day seminar on “Coaching and Managing by Values” to senior executives of the Luck Companies <http://luckcompanies.com>



**Montreal- Canada** 30 of January 2013. Coaching by values and leadership in Tomorrowland”, to ESADE Alumni Chapter in Montreal. About 40 people attended the session. Hotel Sant Paul, Montreal.



**Valencia,- Spain** - 1 of March 2013. Delivering of a conference on “NUEVOS VALORES: Mejorando personas y productividad”, to about 1000 managers and entrepreneurs in Valencia. SALA JOSÉ ITURBI - PALAU DE LA MÚSICA, VALENCIA

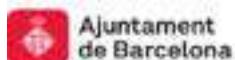
**Madrid-Spain** 8-9 of April. Delivering a keynote address to the annual meeting of executive coach associoation. About 250 participants.

**Barcelona** -10 de Junio 2013 – Presentation of Coaching by Values (Coaching por valores) to 30 coaches in Institut Gestalt

**Barcelona (cityhall)** – Keynote address on: Los retos en la promoción de la salud laboral en el siglo XXI. Premi Ignasi Fina de salut laboral. Ayutamiento de Barcelona Plaza St jaume (Salon de Ciento). October, 3rd, 2013.

# Simon L. Dolan

Values & Future of work



Joaquim Forn i Chiariello  
Primer tinent d'alcalde

Es complau a convidar-vos a l'acte de **llurament del premi Ignasi Fina de Salut Laboral 2013**. En el decurs de l'acte el senyor Simon Dolan, doctor en Psicologia Organitzacional i titular de la càtedra El Futur del Treball a ESADE, pronunciarà la conferència "Els reptes de la salut laboral a l'empresa al segle XXI".

Tindrà lloc dijous 3 d'octubre, a les set del vespre, al Saló de Cent de l'Ajuntament de Barcelona, plaça de Sant Jaume, 1.



**Lima (Peru)** – 9-10 of September 2013. Certification of 40 coaches por la Universidad del pacifico, Escuela de Post grado

**Lima (Peru)** 11 of September 2013 – Conference on: Pasión, valores, el bienestar y la rengenería de la cultura organizacional, Conferencia principal en la semana de liderazgo y gestión del talento. Universidad del Pacifico, escuela de post grado.

**Lima (Peru)** – 13 de septiembre. Conference to 200 top managers of Continental –BBVA en Peru on the challenges of managing people in the XXI century.

**Sevilla (Spain)** – Keynote address in the annual meeting of the Spanish HR Association meeting (AEDIPE) Major theme: "La tercera R-evolución: El papel de las Personas" Del 3 al 5 de octubre de 2013. Specific talk on: "SobreLiderando, valores y la R-Evolución" (with Marta Williams)



**Andorra** 9 of November 2014 , Keynote speech to the 13th EFE forum to the Empresa Familiar andorana – “Cap a un nou paradigma global en la gestió de les empreses i del treball. Oportunitats i riscos per Andorra”

**Montreal, Ritz Carlton** (February 5th, 2014) – Talk to ESADE Alumni and other invited guests on: Warsaw, Poland., a talk to about 250 entrepreneurs on The Future of work choices and determinants, during the IVth Research Conference: Future of Entrepreneurship, which will be organized on the 9th of December 2014 (Video in: <http://mediarom.org/files/box/hdGXUpHFBw/prof-simon-dolan-future-of-w.html>)

**Barcelona (ESADE FORUM)** (13/10/2014) - a talk on “Reflections on the future of work and the new concept of Talenting”.

**Rabat (Morocco)** (12/12/2014) - a talk to a dozen of African executives on the new world of work and management in tomorrowland.

**Munich (Germany)** (8/1/2015) - a talk to ESADE Alumni Chapter in Munich on 'Challenges in leading, coaching and managing people in Tomorrowland'

**Jerusalem (Israel)** (20/1/2015) – A short workshop to the Israeli Academy of Air Defence officers on Coaching by Values. Held at the premises of the Hebrew University Jerusalem Campus.

**Tel Aviv University – Israel** (21/1/2015) 'A half day workshop on Coaching by values to the senior officers of the Israeli Prison systems

**London (UK)** – (2/2/2015) 'Challenges in leading, coaching and managing people in Tomorrowland'



A Glimpse into the Future of Work,  
delivered by Simon L. Dolan

February 5th

Talk to ESADE Alumni Executives, at Barcelona (spain) (11/2/2015) Participate in the Inspire event - theme: what can we learn from science about the concept of happiness?

**Barcelona – Spain** ESADE , a talk to about 120 people on , Alumni on April 9th (Barcelona) ‘How can a start-up ensure a fruitful relationship with its mentor? A look at competence, values and relationships based on trust’

**Barcelona** (Gestalt Institute) – 13-14 of March, 2015). - 2 days workshop on Leadership managing and caching by values. About 17 trainees.

**Rabat (Morocco)** 17 of April 2015. Training a group of African Executives on behalf of the World Bank.

**Barcelona – ESADE Forum.** 23-25 of April 2015 – Organization and delivery of keynote speech at the 1st world congress of spirituality and Creativity in Management. . About 300 participants.

**Barcelona (ESADE-Creapolis)** – delivery of an ICF 2 days Coaching by Values Certificate. About 20 trainees were involved.

**Estoril** (Portugal 20 of May 2015) - one of a keynote roundtable address on future of Education

**Gdansk (Poland)** (29/5/2015) Delivering a keynote address to Innocity anual Conference in Gdansk ,

**Dublin (Ireland)** (6-7 of June) International Certification of Coaches by Values.

**Guadeloupe** (Carribian islandès) (15-16 of June 2015) International certification of Coaching by Values about 18 trainees.

**Guadloupe** (18 of June , 2015) – delivering a keynote speech at the house of deputies



**Barcelona (ESADE Club)** - March 2015 talk about: ¿Cómo establecer una relación provechosa entre mentor y mentee? Un enfoque sobre la competencia, los valores y las relaciones de confianza

**London (UK)** - Challenges in Leading, Coaching and Managing People in Tomorrowland. Talk to ESADE Alumni at: Goldman Sachs, Peterborough Court

**Munich (Germany)** - Challenges in Leading, Coaching and Managing People in Tomorrowland. Talk to ESADE Alumni at Sopot (Poland) – keynote address to about 600 executives on: Dlaczego rozmawiamy o Liderach (On leading, leaders & leadership in Tomorrowland). IV Międzynarodowa Konferencja INNO3city , Arena Liderów, May 29, 2015 Hipodrom, Sopot

**Jerusalem (Israel)** . an intensive seminar to Israeli Airforce Cadets on: Challenges in Leading, and Managing People & Organizations in Tomorrowland. January 19, Hebrew University, 2015. (in Hebrew)

**Tel Aviv (Israel)** – a half day symposium to Israel Prison senior Officers via LAHAV (Tel Aviv University) on: Leading and Managing People in Tomorrowland (in Hebrew). January 20th, 2015

**St. Gallen (Switzerland)** – Keynote lecture to senior executives in the retail industry on: A glimpse into the future of work with special emphasis on the retail sector). Place: Migros Private Guesthouse) November 15, 2015

**Helsinki (Finland)** - Half a day seminar to about 400 alumni of AALTO university, as part of AALTO Annual executive summit on: Future of Work - A Journey of Leadership Transformation, August 22–26, 2016

**Brussels (Belgium)** - a lecture to ESADE Alumni on Challenges in managing people in Tomorrowland, The Hotel Brussels.

**Universidad Rafael Landivar (Guatemala)** - Executive Breakfast talk on : LAS NUEVAS COMPETENCIAS PARA EL LIDERAZGO DEL MAÑANA (28-7-2016)



# Simon L. Dolan

Values & Future of work

**Universidad Rafael Landivar (Guatemala)** - Workshop and Certification of coaches by values .

**Barcelona (Spain)** - Keynote address on: EL MANAGEMENT POR VALORES in IX EDICIÓN DEL SEMINARIO SPORT CULTURA BARCELONA "EL ÁNGULO HUMANO DEL MANAGEMENT"

**Osaka (Japan)** – Keynote talk in Kindai University on: Managing people in TOMORROWLAND: The Imperatives of Creation and Innovation (December 7, 2016)

**Barcelona (Spain)** - Keynote address in Valkiria WWI Summit on: Managing people in Tommorowland: The Imperatives of Creation and Innovation (24-25 of November 2016)

**Quebec City (Canada)** - One of the keynote address to the 2016 International Summit of Cooperatives, on: Work in the Digital Era – Are We Ready for the Future?

**Barcelona (Spain)** - Talk in Felicia Coworking to coaches on: Leadership and Coaching by values (January 30, 2017)



日時: 2016年12月7日(水) 14:50~16:20

場所: 経営学部21号館3階会議室

お問合せ: [icmi@bus.kindai.ac.jp](mailto:icmi@bus.kindai.ac.jp) 06-4307-3046

講師: Prof. Simon L. Dolan (スペインESADEビジネススクール教授)

演題: 明日のマネジメント—創造とイノベーションの必要性

講師略歴:



**Madrid (Spain)** – Lecture in Expocoaching on : El ADN de los Valores: El papel del coach en reducir la incongruencia entre los valores de su cliente ( about 200 participants)

**San Sebastian (Spain)** - Annual Meeting of Kids &US. Talk about: Leading, Managing and Coaching by Values. (About 800 participants) . June 2017

**Trieste (Italy)** - Master Class on : Leadership and Innovation by values: A Journey into the Future of Work. Trieste - Universita Degli studi , 26 of May 2017

**Barcelona (Spain)** – Talk to the World Economic Forum – The Glonal Shappers community on: Work in tomorrowland - future of Jobs, and beyond. Espacio Numa Pier 01. March 21, 2017

**Oxford (UK)** - Training a Group of senior executives in the retail industry on on Leading by values . June 29, 2017.

**Barcelona (Spain)** - Barcelona BIZ - Moderating a sesión on Innovation Shift . FIRA of Barcelona. 31 of May 2017

**Barcelona (Spain)** Valkiria Event - Moderating asesion on Intuitive Leadership . June 2017.

**Barcelona** – ESADE – Moderating a sesión with Anne Tsui for ESADE scholar community on June 12, 2017

**Oxford (UK)** – training a group of senior executives on Leading by values. June 29, 2017





**Ifrane (Marroco)** Seminar on Leading by Values to personnel of the Al Jawen University. July 25 2017

**Barcelona** (EPAC) 26 de septiembre 2017) Valors com a gestió del lideratge – <http://eapc.blog.gencat.cat/2017/09/26/valors-com-a-gestio-del-lideratge-simon-dolan/> (video: <http://eapc.blog.gencat.cat/2017/09/26/valors-com-a-gestio-del-lideratge-simon-dolan/>)

**Bogota (Colombia)** Universidad de los Andes. 12 of September 2017 Friday Talent Talk (Bogota) - El futuro del trabajo 27 October 2017

<https://www.youtube.com/watch?v=mdXCI0Dt5Mc>

**Barcelona** (Valkiria 2017) Lanzamiento de Liderazgo Emocional

**Barcelona** (Biz Barcelona , 31 of May 2018) Liderant pels valors per a les generacions futures y Las cinco habilidades para ser empleable en 2030

**Los expertos Simon Dolan y Xavi Olba, miembros de la Comunidad de Innovación de Valkiria, analizan qué tipo de capacidades serán necesarias de cara a obtener un empleo en el futuro. El mundo digital, virtual y globalizado marcarán el tipo de competencias necesarias para los trabajos del mañana.**

<http://www.workinnovationbarcelona.org/2018/07/02/las-cinco-habilidades-para-ser-empleable-en-2030/>



# Simon L. Dolan

Values & Future of work

**Italy** 3 cities tour ( Florence, Torino & Milano - 5-7 of February 2018 - Italy) Talking about the future of Work

**Barcelona** (Valkiria April 23, 2018 St Jordi) ¿Tienen Valor tus Valores? con Simon Dolan en Sant Jordi

**Sitges- Spain** (8-10 of June) – European HRC meeting , HR vMaster Class – Going Beyond. Elche (12-13 of June, 2018) Rumbo a la empresa del futuro

**Madrid** Caixa Forum (14 of June Simon L. Dolan: December 2022-2018) Rumbo a la empresa de futuro – VALORES LA BRUJULA INTERIOR.

**Oxford** Universit y (29 of June, 2018) for St Gallen Executives in the Retail Sector. Leading by Values: new competences for new era.



**Trieste** (Italy 1-4 of July 2018) Isswov XI bi annual meeting . Keynote address: Leading by Values: Revisiting and proposing a new set of competences for succeeding in the new landscape of work

**Milano** ( 7 of July 2018) Coaching by Values Master Class)

**Barcelona** (November 2019) XVII Jornada de Qualitat a l'Ensenyament, HOTEL exe campus. Bellaterra Simon L. Dolan: December 2022

**Barcelona** (April 2019) all about epigenetics, delivered to certified expertas in Coaching by Values.

**Madrid** (2020) Feria de los libros Webinar (Noviembre 2020) para la apertura de los programas de Masters de la Universidad Pablo de Olvide

**Barcelona** (September 2020) BIZ Barcelona. A talk about talent in the future.

**Barcelona** (May 2020) CIB Culinary Institute of Barcelona. Talk about: Values, Leadership, Barcelona (February 27) Launching of Spanish Stress Book.



# Simon L. Dolan

Values & Future of work



**Trieste** (Italy 1-4 of July 2018) Isswov XI bi annual meeting . Keynote address: Leading by Values: Revisiting and proposing a new set of competences for succeeding in the new landscape of work

**Milano** ( 7 of July 2018) Coaching by Values Master Class)

**Barcelona** (November 2019) XVII Jornada de Qualitat a l'Ensenyament, HOTEL exe campus. Bellaterra  
**Simon L. Dolan:** December 2022

**Barcelona** (April 2019) all about epigenetics, delivered to certified expertas in Coaching by Values.

**Madrid** (2020) Feria de los libros Webinar (Noviembre 2020) para la apertura de los programas de Masters de la Universidad Pablo de Olvide

**Barcelona** (September 2020) BIZ Barcelona. A talk about talent in the future.

**Barcelona** (May 2020) CIB Culinary Institute of Barcelona. Talk about: Values, Leadership, and future scenarios.

**Barcelona** (Abril 2022) Academia Europea de Leadership. Conference on Leadership by Values.



## Recent Speeches and Webinars

(sample only)

- **Webinar:** Valores, liderazgo y escenarios de futuro, May 2020
- **Interview:** The transformation to the new world of work.
- **Video Webinar en superminds** June 2020 (in Spanish: "El Siglo XXI, el siglo de la transformación") [https://www.youtube.com/watch?v=okQJV\\_fTYKE](https://www.youtube.com/watch?v=okQJV_fTYKE)
- **Superminds global webinar:** The secrets of succeeding in Tomorrowland work (Barcelona, July 2020)
- **Webinar entrevista:** El futuro del trabajo (April 2020) <https://community.es/podcast-redes-sociales-yempresa/el-futuro-del-trabajo-con-simon-dolan/>
- **Webinar:** Inmunizar a personas y organizaciones en un mundo VUCA en crisis: lo que necesitas saber sobre estrés, autoestima, valores y salud. April 2020
- **Webinar:** Cómo Gestionar el estrés crónico con tus clientes. May 2020
- **Interview:** Radio National de España (Radio 4) : La gestión emocional de la feina February 2020
- **Webinar** Como afecta el estrés laboral en la salud mental de los trabajadores Barcelona , 27 of March 2023



# Simon L. Dolan

Values & Future of work



A sample from a series of short video clips on the impact of Values and other outcomes



## Applied Research and Consulting

*Simon Dolan and Gestion M.D.S. is dedicated to help people and organization succeed in the new landscape of work*



### PROFESSIONAL AND CONSULTING EXPERIENCE

**PRESIDENT AND CEO**, Gestion M.D.S. Management Inc. (GROUPE GESTION M.D.S INC.) – Montreal, Canada [www.simondolan.com](http://www.simondolan.com)

Consultant to numerous local, national and international firms and unions in various areas of human resource management, occupational stress and health enhancement as well as culture reengineering and coaching. Consulting begun in 1979. The company engages a number of senior consultants (i.e. Professionals holding Ph.D's, M.D.s and MBS' s degrees). The main office for M.D.S. is in Montreal, Canada: Office satellite exist in W. Africa, Europe (Barcelona) and in the Middle East (Israel). Ongoing joint ventures include the following 10 pillars:

1. **Groupe Canadien MDS** – MDS Joint Venture with MDS Project (homepage in French): [www.groupemds.com](http://www.groupemds.com)
2. **The Israeli Values Center** (Home page in Hebrew): [www.values-center.co.il](http://www.values-center.co.il)
3. **ZINQUO** (joint operation with David Alonso and colleagues) - Coaching and training certificates, Leadership by values and stress diagnosis, products sales Books and card games) , and other opertions (in Spanish – Spain and LATHAM). ([www.zinquo.com](http://www.zinquo.com)) .
4. **MDS venture with Limbika for the development of APPs:** Example : Values4Kids (check in Google store)
5. **MDS Gamification (includes, games, APPs, Tales, etc.)** [www.learning-about-values.com](http://www.learning-about-values.com)
6. **Ad Hoc Joint Ventures with Delivering Delight – Avi Liran (Asia)** – [www.deliveringdelight.com](http://www.deliveringdelight.com); with Phill Harel (Australia);with Paola Valeri – Coaching by Values Italy ([www.coachingbyvalues.it](http://www.coachingbyvalues.it));
7. **MDS joint Venture with the Global Future of Work Foundation (GFWF) -developping online software, tools, and gamification. Example: Ethical Conduct online Audit** ([www.myDOVA.com](http://www.myDOVA.com))
8. **MDS joint Venture with Mario Raich and Magnus Karlsson in e-Merit Academy (eMA)** ([www.emeritacademy.com](http://www.emeritacademy.com))

1. **GROUPE CANADIEN MDS** is dedicated to training executives in West and North Africa and prepare them to be successful in the new world. 99% of all activities are conducted in French, and over 80% of all training activities are financed by the World Bank. The activities are lead and managed by Dr Adnane Belout the president of this division (Email: [mds@videotron.ca](mailto:mds@videotron.ca))



2. **THE ISRAEL VALUES CENTER** is a training and consulting site for training, certifying, and selling products in Israel. It is managed by Mr Avishai Landau., but has on its staff some of the leading coaches in Israel like Dr. Anat Garti. Email: [mbv.org@gmail.com](mailto:mbv.org@gmail.com)



3. **GESTION M.D.S. AND ZINQUO ARE DELIVERING TRAINING IN COACHING, LEADERSHIP, STRESS MANAGEMENT AND RELATED THEMES IN THE FORM OF SEMINARS AND CERTIFICATES ( BOTH ON SITE AND ONLINE).**

Our unique product, “Coaching by Values” is a joint certified program by MDS and the International Coaching Federation (ICF) . The web site of coaching by values (in Spanish has all the information about the services and the products. See: [www.coachingporvalores.com](http://www.coachingporvalores.com) or [www.leadershipbyvalues.com](http://www.leadershipbyvalues.com). We are building a coaching by Values and leadership by values Communities world wide.



[בניהולו של אבישי לנדו –](#)

**MDS GAMIFICATION (GAMES PRODUCTS)** are lead by Avishai Landau through distributors in Israel, Spain, Singapore and many other countries. The division is expanding and in addition to the card tool “the Values of values” , several new products are in preparation and will be launched soon (The Stress Map), For more information an online purchase see: [www.learning-about-values.com](http://www.learning-about-values.com) and in [www.simondolan.com](http://www.simondolan.com) or El Mapa del Estrés – Zinq.

Mapping your stress and focusing on managing it  
Educational card game





4. MDS venture with Limbika hs developed its first APP called Values4Kids . Available for android only in Google shop (free).

<https://play.google.com/store/search?q=Values4kids&c=apps>



Values4kids. The APP of The Values of Value  
GESTION M.D.S. INC.

Values4kids is the APP of Value of Values game. Kids  
get fun and learn values.



5. MDS is also the principal sponsor and co founder of the Global Future of Work Foundation. (est. December 2016). The Global Future of Work Foundation aims to help business and governments around the globe to prepare the workforce of the future for a sustainable world by detecting and predicting trends and paradigms for successful transformation. More about this not for the profit entity at: [www.globalfutureofwork.com](http://www.globalfutureofwork.com)

- 6.



7. MDS co founded e-Merit Academy – It offers an innovative personalized Executive Talent Development, which is also linked to corporate development. It is a breakthrough in its field and called: Collateral Talent Development. It opens an important path towards the new world of Cyber Age. For more information see. <http://www.emeritacademy.com/>

# Simon L. Dolan

Values & Future of work



And finally, remember - The flagship product of MDS is its card game/tools, that currently is available in 18 languages.



# Simon L. Dolan

Values & Future of work

The latest products (2022) and forthcoming (2023)



MDS corporate clients – Sample only

# Simon L. Dolan

Values & Future of work

## SPAIN



## Brazil and Portugal



## Canada



## Lithuania and Greece



- ✓ Stress Management Diagnosis & Intervention Programs
- ✓ Organizational Design
- ✓ Climate & Satisfaction Surveys
- ✓ Psychological Assessment & Managerial Assessment
- ✓ Health enhancement programs
- ✓ OD and Quality of Working Life Projects
- ✓ Crisis Management
- ✓ Executive, Professional and Supervisory Training
- ✓ Assessment Center
- ✓ Expert witness on stress and burnout
- ✓ Performance Enhancement Programs
- ✓ Human Resource Audits
- ✓ Cultural redesign
- ✓ Senior executive coaching

## Consulting Projects Completed (few examples)

- Organizational Strategic Development (i.e. Bombardier; Kruger; St- Justine Hospital - Canada)
- Management Diagnosis/Audit & Intervention Programs (Syscor Inc.; Kruger Fine Paper Division; Canada)
- Climate, Satisfaction and Performance Analyses (Consolidated Bathurst - Forestry Division; Royal Lepage- Canada)
- Psychological Assessment and/or Managerial Assessment (Medisys; Fed. Caisse Populaires; Mertopolitan Gaz)
- Assessment Centers (Canadian Arm Forces; Israel Defence Forces)
- Executive & Professional Training (Kruger; McGill Management Institute; CIREM, Tabacalera, CASA)
- Supervisory Training (Novotel; Douglas Hospital)
- Training African Managers (Casablanca, Montreal, many countries in W. Africa)
- Compensation Audit and Analysis (COGENA Inc., Hydro-Quebec, Kraft Foods)
- Human Resource Planning and Job Analyses (Canadian Pulp & Paper Industry; C.T.C.U.M. ;)
- Organizational Design & Restructuring (Kruger -Place Turcott; Nornada Minerals)
- Organizational Development and Implementation of Quality of Working Life Projects (Kruger - Newsprint Plant in Three Rivers; Stone Consolidated Bathurst; Syscor)
- Developing staffing policies & procedures (Squibb Inc.; Bank Hapoalim)
- Developing Health & Safety Programs (APSAM; RCMP; Montreal Brotherhood of Policemen).
- Crisis Management Interventions (Kruger; Montreal Trust; BCE; )
- HR Audits (Jewish General Hospital; Quebec Hospital Association -AHQ; Kruger Place Turcot plant)
- Team Award and TQM (Bell Canada; Kraft Food)
- Shift Work impact on Health & Safety ( Quebec Federation of Police Officers; Quebec Federation of Medical Residents)
- Stress Diagnosis & Stress Management (Montreal Regional Health Board; Arthur Anderson; Quebec Association of Crown Attorneys; Fedearation des Caisse Populaire Desjurdins: telefonica-Brazil)

- Managing By Values and culture reengineering (Group SAGESSA, Telefonica, Banesto, Seat, (Spain) ; ABQV, Laborfit –Brazil; Group SONAE , Group Pestana, BCSD , Bial, Edifer –Portugal); TECSUP – Peru; Telefonica –Spain , Gas Natural – Middle East and E. Europe: tasty food Pepsico, Teva)

Gestion MDS Concepts, methodology and tools are used by Hundreds of certified coaches and trainers around the globe.  
*(Images were randomly selected from the social networks)*



# Simon L. Dolan

Values & Future of work



# Simon L. Dolan

Values & Future of work



# SimOn L. Dolan

Values & Future of work



Last revision: March 2023