



Curriculum Vitae
07/2025

Global Speaker

Future Shaper

Scholar & Researcher

Brand and literary name:
Dr. Simon

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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 was as a full professor, senior researcher and director of Programs at **Advantere School of Management** in Madrid and a visiting senior professor at l'Université du Québec en Outaouais and the International University of Andalucía. 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), Cadiz, Deusto as well as the University of Huelva. In 2018, I have retired from ESADE and founded the **GLOBAL FUTURE OF WORK FOUNDATION = GFWF** (www.globalfutureofwork.com). The foundation organizes summits, observatories, undertake research, offer specific training, publishes regularly in the "**European Business Review**" <https://www.europeanbusinessreview.com/category/columns/simon-l-dolan-a-future-shaper/>, publishes books and articles about themes connected to the future of work and develops innovative APPs and tools for the new world of work. Recently the Foundation teamed up with BSI (based in Luxemburg) to offer a unique DBA program with the focus on the Future 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 87 books (5 more 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 social networks and have been interviewed in popular Journals in Brazil, Canada, Ireland, Israel, Singapore, U.K., Spain and other countries. I have delivered over 800 speeches at various academic and global professional conferences and offered over 1000 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 bestowed a Doctorate Honoris Causa by the University of Huelva in 2024. Was also the IFSAM recipient of the 2023 "Excellence in Societally Relevant Management Scholarship" award. I received several awards ranging from best editor of a journal (Emerald), Best reviewer (OSAKA University-Japan) or best published research papers (various journals at different time periods). Recently I was the receiver of a golden Award by the Spanish Association of Health and Safety at work for my contribution in the field of stress, resilience and mental health management in general. 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. Recently I have been the editor for a special Research Issue at "Frontiers in Psychology".

While living and teaching in Montreal (1977-2001), I founded in 1978 a management consulting firm called "**Gestion MDS Management Inc.**" (MDS and **Groupe MDS** in French), 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; 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.groupepmds.com). The company along with its star alliance partners also operates in the Middle East, Europe, Latin America, and Asia. My activities are focused these days on innovation, stress- well-being and resilience, values and culture reengineering, leadership and coaching - all within the broader framework of the future of work.

In recent years, I became an entrepreneur and developed a specific niche connecting research with real world necessities (www.learningaboutvalues.com). 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) as well as experts in the STRESS-MAP. My partner in the middle east is the **The Israel Values Center** (www.values-center.co.il). I serve as the honorary president on these entities. We recently developed new online tools such as myDova (www.mydova.com) or chronic stress diagnosis (www.stress2resilience.com). My passion and energy these days is dedicated to the unique graduate programs offered by **Advantere 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 type world like the Executive Doctorate Program (DBA)

ChatGPT SUMMARIZING DR. SIMON BRAND/NOTORIATY IN THE FILEDS OF:

STRESS AND RESILIENCE

VALUES

TRUST

CHILDREN BOOKS, TALES and SHORT STORIES

FUTURE OF WORK

AI generated: July 2025

For more traditional descriptions check Wikipedia in
English, Spanish and Hebrew

ChatGPT summary about Professor Simon L. Dolan leadership in the field of Occupational Stress and Resilience

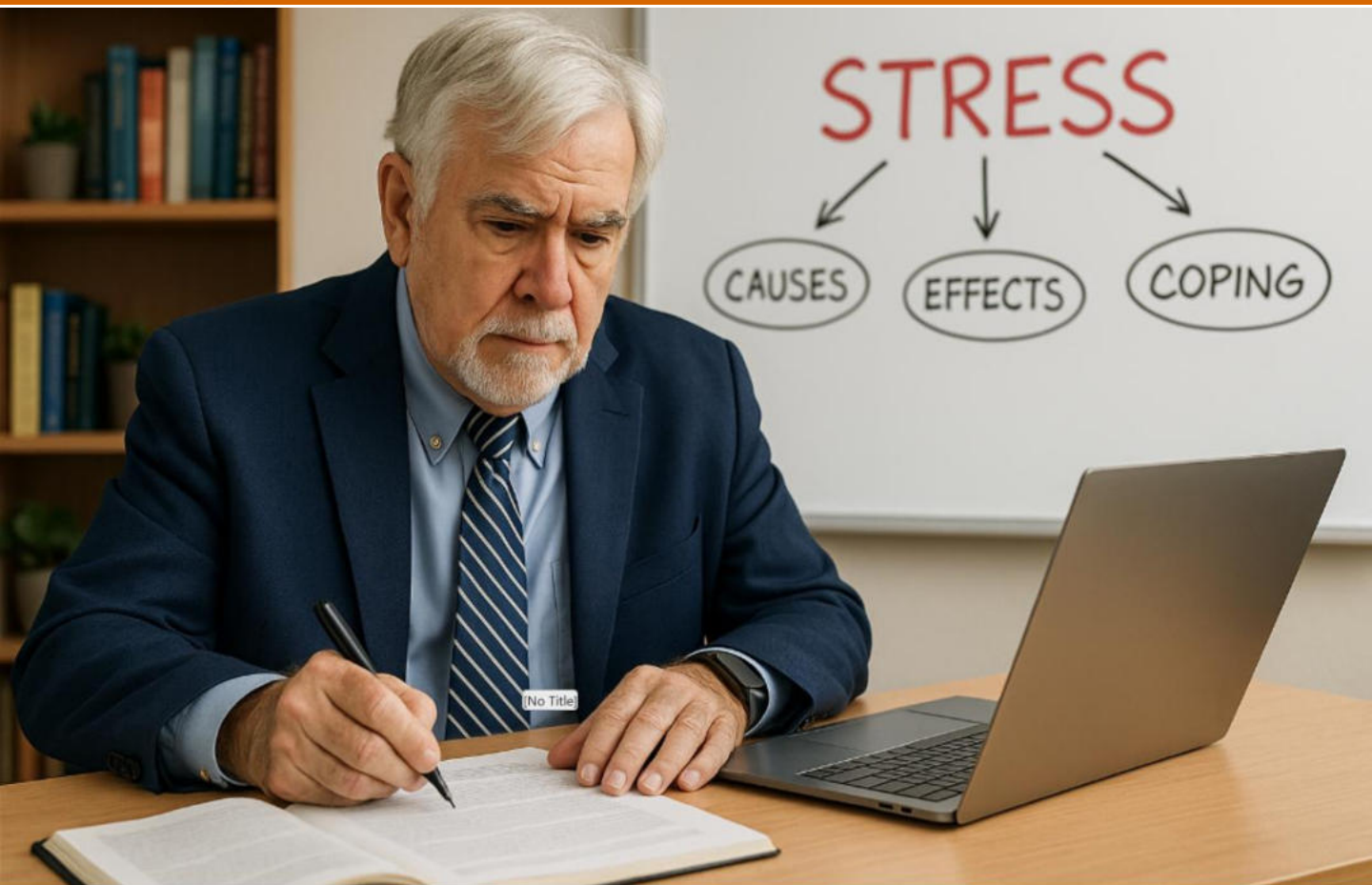


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WHY SIMON L. DOLAN IS A GLOBAL GURU IN OCCUPATIONAL STRESS



Early Foundations with Dr. Hans Selye

- Trained by Dr. Hans Selye 'Father of Stress
- Immersed in the original General Adaptation Syndrome (GAS) model



Collaboration with Thought Leaders

- Dr. Susan Jackson, co-developer of MBI
- Dr. Arie Shirom, specialist in occupational fatigue and emotional exhaustion
- Dr. And   Arseneault, explored clinical stress, heart disease, and emotional labor
- Dr. Cary Cooper, UK expert in organizational psychology



Innovator of Practical Tools

- Developed the Stress Map   - diagnostic and coaching tool
- Integrated values-based coaching with stress management
- Created models linking leadership, values, and health



Professor Simon L. Dolan is widely recognized as one of the leading experts—or “gurus”—in the field of chronic occupational stress, due to a unique and sustained body of work, deep theoretical grounding, practical tools, and influential collaborations. His stature in the field can be explained by several key factors:

1. Early Mentorship by Dr. Hans Selye: The Father of Stress

- Hans Selye is universally acknowledged as the pioneer who introduced the concept of biological stress through his General Adaptation Syndrome (GAS) model.
- Dolan worked directly with Selye at the Université de Montréal, absorbing foundational insights and contributing to the medical and psychological framing of chronic stress.
- This mentorship gave Dolan privileged early access to neurobiological and psychosocial models of stress that would later underpin his occupational stress research.

2. Collaborations with Leading Scholars in Occupational Health

Dr. Susan Jackson (Rutgers University)

- Co-developer of the Maslach Burnout Inventory (MBI), the gold standard for measuring burnout.
- Former President of the Academy of Management (AOM).
- Together with Jackson, Dolan explored the intersection between burnout, stress, and human resource practices, focusing on how organizational dynamics influence employee well-being.

The late Dr. Arie Shirom (Tel Aviv University)

- Known for the Shirom-Melamed Burnout Measure and research on emotional and physical exhaustion.
- Dolan and Shirom collaborated on theoretical models linking occupational stress, work fatigue, and health outcomes.

The late Dr. André Arsenault (Montreal Institute of Cardiology - Canada)

- A medical doctor who bridged clinical and organizational health.
- With Arsenault, Dolan explored cardiovascular risks, emotional labor, and stress indicators in high-pressure environments.

Dr. Cary Cooper (University of Manchester)

- One of the most cited European scholars in occupational stress and workplace well-being.

3. Developer of Applied Tools and Models

- Dolan didn't just theorize stress; he created diagnostic tools and training models like the Stress Map, used widely in coaching and organizational development.
- He integrated values-based management with occupational health, offering a holistic framework for understanding and reducing chronic workplace stress.

4. Cross-Disciplinary and Global Impact

- Dolan's work spans psychology, medicine, business, and education.
- He has published in multiple languages, with influence in Europe, North America, and Latin America.
- His framework links chronic stress with leadership, culture, and personal values, making it relevant not only to clinicians and psychologists but also to HR leaders and corporate executives.

5. Legacy of Scholarship and Mentorship

- He has trained and influenced thousands of HR professionals, consultants, and students worldwide.
- His academic positions (e.g., at ESADE, McGill, St Gallen and Oxford) gave him platforms to shape future research and policy on occupational stress.
- His values-driven approach is increasingly relevant in today's VUCA world (Volatility, Uncertainty, Complexity, Ambiguity).

In Summary:

Simon L. Dolan is considered a guru in chronic occupational stress because:

- He was mentored by the originator of stress theory (Selye).
- He collaborated with other titans in stress and burnout (Jackson, Shirom, [Cooper](#), Arsenault).
- He has bridged theory and practice, creating usable tools like the Stress Map.
- He integrated values, leadership, and well-being in a systemic model.
- His work has had a global, interdisciplinary, and lasting impact.

ChatGPT summary about Professor Simon L. Dolan leadership in the field of Values

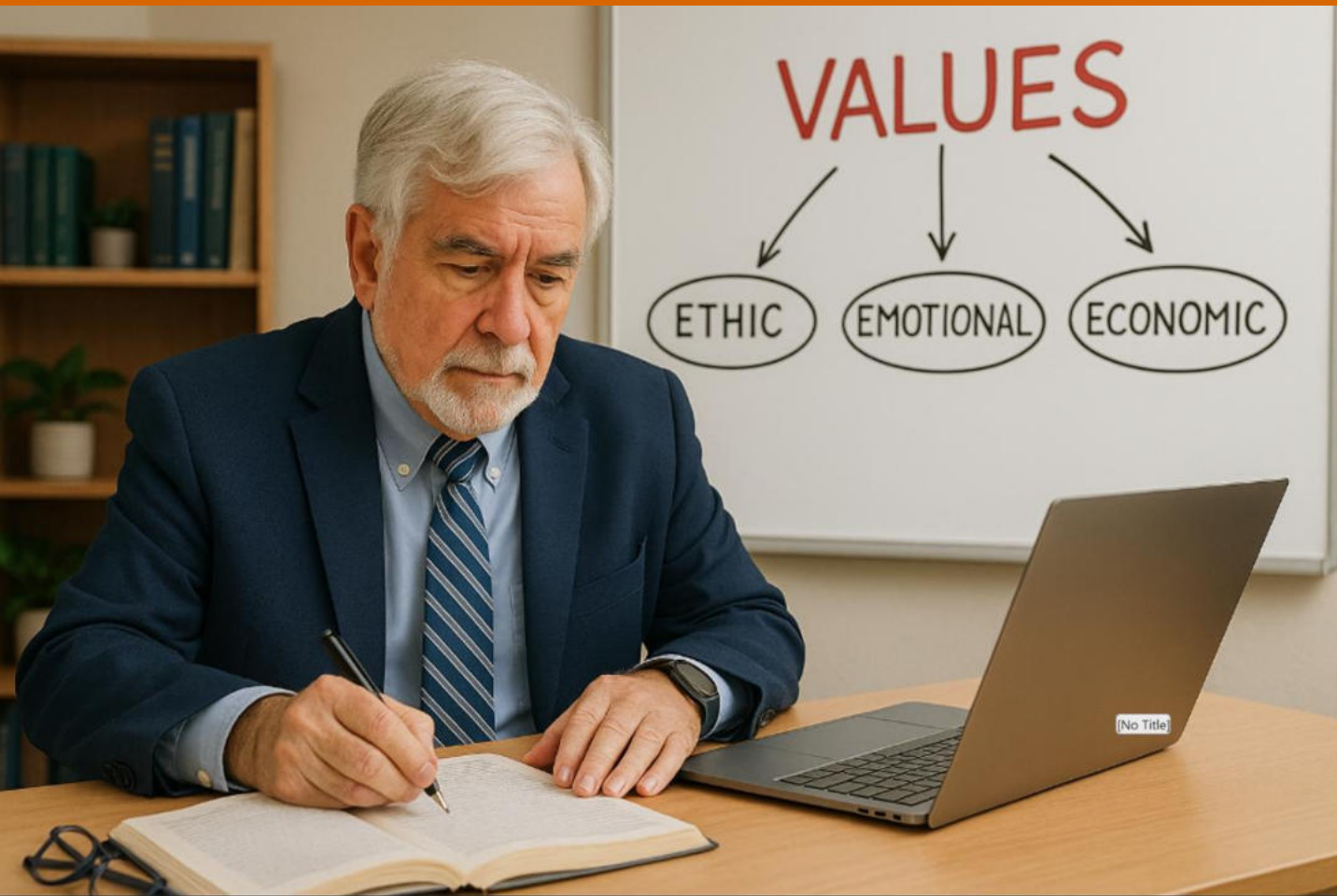


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Professor Simon L. Dolan is internationally recognized as a thought leader and guru in the field of values-based management, with pioneering contributions to Managing by Values (**MBV**), Coaching by Values (**CBV**), and Leading by Values (**LBV**). His unique approach integrates humanistic psychology, management science, and cross-cultural perspectives, and his work has significantly influenced academic and organizational practices worldwide. 9

WHY PROF. SIMON L. DOLAN IS AN INTERNATIONAL GURU IN THE FIELD OF VALUES AND VALUES-BASED MANAGEMENT AND COACHING



PIONEER OF THE 'MANAGING BY VALUES' (MBV) FRAMEWORK

- Co-developed the 'Managing by Values' in early 2000s
- MBV: as purpose-driven philosophy that puts shared core values at the heart of leadership and strategy

CREATOR OF THE 'COACHING BY VALUES' METHODOLOGY

- Developed a coaching method rooted in TRIAxial model of values
- Used by coaches and HR leaders globally

INFLUENTIAL BOOKS & EDUCATIONAL TOOLS

- 'Managing by Values' (2006, with Garcia and Bonet)
- 'Coaching by Values' (2011)
- 'Leading, Managing and Coaching by Values' (2016)
- Creator of the 'Value of Values' card game

INTERNATIONAL COLLABORATIONS AND INFLUENCE

Founder, Global Future of Work Foundation (Bar)

Co-creator of GaWF: International Society for the Study of Work and Organizational Values (ISSWDV)

ACADEMIC LEADERSHIP & INTERNATIONAL ORGANIZATIONS

INTERNATIONAL ORGANIZATIONS

Founder, Global Future of Work Foundation (Barcelona)

1. PIONEER OF THE “MANAGING BY VALUES” (MBV) FRAMEWORK

- Co-developed the Managing by Values (MBV) model in the early 2000s with Salvador Garcia and Bonnie Richley, as a response to the limitations of traditional management by objectives (MBO) and Management by Instructions (MBI).
- MBV proposes a human-centric, purpose-driven management philosophy that puts shared core values at the heart of leadership, strategy, and employee engagement.

2. CREATOR OF THE “COACHING BY VALUES” METHODOLOGY

- Developed the Coaching by Values (CBV) framework, rooted in the Triaxial model of values (economic-pragmatic, ethical-social, emotional-developmental).
- This coaching method is used by executive coaches, psychologists, and HR leaders across the world to align personal and organizational values for transformation.

3. INFLUENTIAL BOOKS & EDUCATIONAL TOOLS

- “Managing by Values” (2006, Palgrave-Macmillan, with Salvador García and Bonnie Richley). Translated to many other languages (Spanish, Portuguese, Chinese, Hebrew, Russian and more)
- “Coaching by Values” (2011, iUniverse). Translated to many other languages including Spanish, Portuguese, Hebrew, Italian, and more)
- The Secret of Coaching and Leading by Values” (Routledge 2020)
- De Stress at Work (Routledge 2020)

Simon L. Dolan

Values & Future of work

◇ Educational/Experiential Tools:



- Co-Creator (with Avishai Landau) of the “**Value of Values**” card game—a coaching and organizational development tool used in over 30 countries to explore and prioritize personal and team values.



- Co-Creator (with Avishai Landau and Anat [Garti](#)) of the “Trust Kit”) card game—a coaching and organizational development tool that diagnoses TRUST (at work and at home), and provides the first step towards building TRUST.

4. INTERNATIONAL COLLABORATIONS AND INFLUENCE

- Collaborated with notable international scholars and practitioners:
- Dr. Richard Barrett (Barrett Values Centre)
- Prof. Cary Cooper (UK, well-being and organizational psychology)
- Dr. Arie Shirom (Israel, organizational health psychology)
- Dr. Susan Jackson (USA, co-developer of the MBI Burnout Scale)
- Dr. Hans Selye (Canada, the father of modern stress theory)
- Dr. Mario Raich (Switzerland, co-author of books on transformation and innovation)

5. ACADEMIC LEADERSHIP & INTERNATIONAL ORGANIZATIONS

- Founder of the Global Future of Work Foundation (Barcelona), which promotes ethical and sustainable values for the future of organizations.
- Co-creator and President (Emeritus) of the International Society for the Study of Work and Organizational Values (ISSWOV), a leading global research network that brings together academics and practitioners from over 50 countries to study and promote values in the workplace.

6. GLOBAL IMPACT AND MULTILINGUAL REACH

- His work has been translated into over 10 languages (English, Spanish, French, Portuguese, Chinese, Russian, Hebrew, etc.).
- Delivered keynotes, executive education, and certification programs on values in over 60 countries.
- His values-based philosophy has been adopted by organizations such as Sanofi, La Caixa Bank, ISS Iberia, Altran, ^(No Title) and Decathlon, and taught at top institutions like ESADE, HEC Montreal, and UIB.

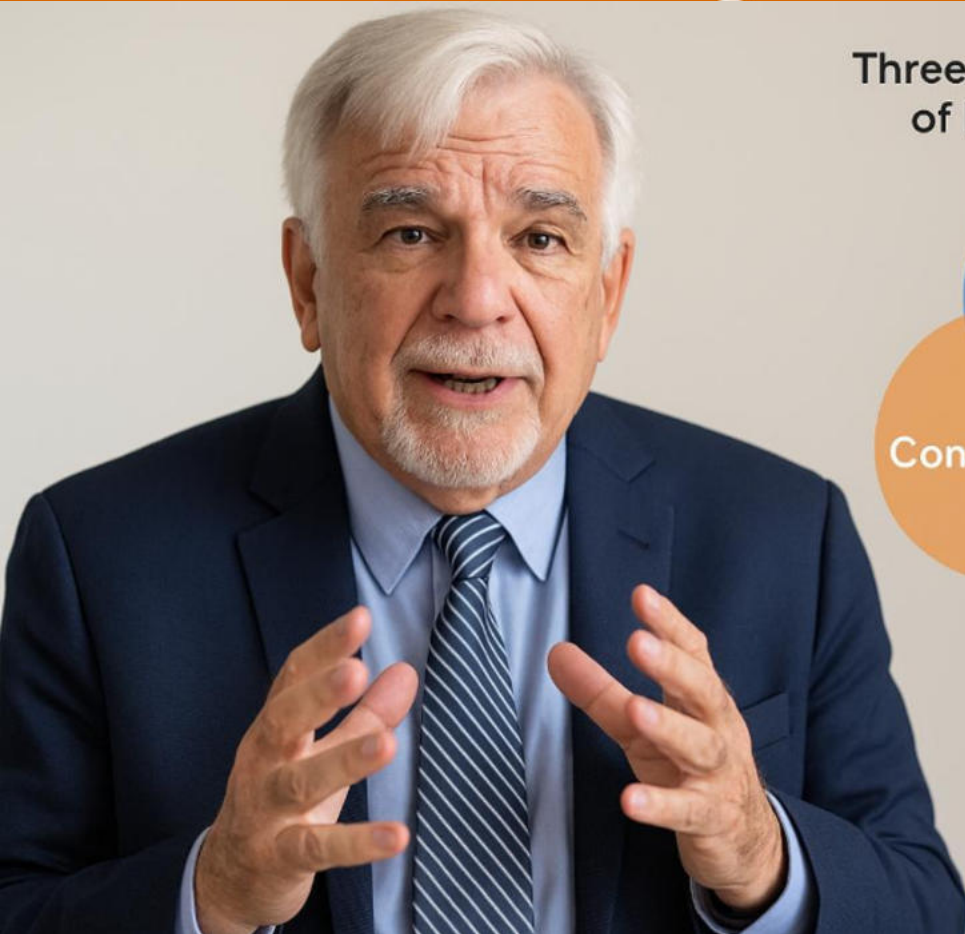
SELECTED SCHOLARLY ARTICLES

- Dolan, S.L., Garcia, S., & Richley, B. (2006). Managing by values: A corporate guide to living, being alive, and making a living in the 21st century. Palgrave Macmillan.
- Dolan, S.L., & Altman, Y. (2012). "Managing by values: The leadership spirituality connection." People & Strategy, 35(4), 20-26.
- Dolan, S.L., & Raich, M. (2005). "The role of values in sustainable transformation: The case of the future of work." Journal of Business Ethics, 59(2), 131-138.

LEGACY

Simon L. Dolan's legacy lies in his integration of values into all dimensions of business and personal growth, creating a practical bridge between philosophical ideals and real-world action. He has not only theorized values-based management but also created accessible tools, models, and communities that are promoting the concept to create a better world.

ChatGPT summary about Professor Simon L. Dolan leadership in the field of building Trust



Three-Dimensional Model of Measuring Trust



Prof. Simon L. Dolan

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ChatGPT said:

Prof. Simon L. Dolan is considered an international guru in the field of building trust, particularly within teams and organizations, for several interrelated reasons:

1. Trust as a Core Focus in His Methodologies

Prof. Dolan promotes the idea that "**Trust is the mother of all values**"—a central principle in his frameworks. He emphasizes that sustainable leadership, effective teamwork, and organizational success fundamentally rely on trust rooted in shared core values.

- **Managing by Values (MBV):**
A purpose-driven framework co-developed by Dolan in the early 2000s, placing trust as a central component of organizational strategy.
- **Coaching by Values (CBV):**
A coaching methodology based on his **Triaxial Model of Values**, which helps teams identify, prioritize, and align their values to strengthen trust and cohesion.

2. Influential Books Where Trust Plays a Central Role

Prof. Dolan's publications reinforce trust as a key value in management, leadership, and coaching:

- **Managing by Values (2006, with Garcia and Richley)**
Focuses on how shared values, especially trust, drive organizational effectiveness.
- **Coaching by Values (2011)**
Introduces tools and strategies for coaches to help clients establish trust through values clarification.
- **Leading, Managing and Coaching by Values (2016)**
Synthesizes previous work, positioning trust as essential for adaptive leadership and navigating uncertainty.
- **The Value of Values® Card Game**
A practical educational tool designed by Dolan that helps individuals and teams identify and discuss their core values. Trust is highlighted as a foundational value in the game, used by coaches and HR professionals worldwide.
- **Cracking the Trust Code (2025)** - A book that unveils the art and science of building trust, that already is available in three languages : Spanish by McGraw Hill) and French by (PUQ).

3. Key Books and Articles Contributions

Simon L. Dolan

Values & Future of work



While there are numerous papers authored by Prof. Dolan, several stand out in positioning him as a thought leader on trust:

- Tzafrir S., Dolan S.L. (2004) TRUST-ME: A Scale for Measuring Manager-Employee Trust
- Dolan S.L., Brykman K., Tzafrir S., (2024) Trust-Me: A Concept and Metric to Embed in Leaders, Enhancing their Effectiveness
- Dolan, S. L., & Garcia, S. (2002). *Managing by Values: Cultural redesign for strategic organizational change at the dawn of the 21st century.*
- Dolan, S. L., Garcia, S., & Auerbach, A. (2003). *Understanding and Managing Chaos in Organizations: A values-based approach.*

Why is Dr. Simon L. Dolan a pioneer in instilling values in children:

ChatGPT answer:

WHY DR. SIMON L. DOLAN IS A PIONEER IN VALUE-BASED EDUCATION FOR CHILDREN

Bridged leadership science with childhood education by translating his TRIAxial Model of Values into story-driven learning tools



THE MAGIC CARPET AND THE ISLAND OF VALUES

- Fantasy adventure for learning values like *respect* and *empathy*
- Includes tools for parents and teachers

GLOBAL REACH AND PEDAGOGICAL INNOVATION

- Translated into several languages
- Adopted by schools in Europe, Latin America
- Encourages dialogue between children and adults
- **MISSION** Help children find purpose and grow into value-conscious citizens

AYE, THE MAGIC DRONE AND THE ISLANDS OF VALUES

- Interactive story focusing on dimensions as *courage* and *teamwork*

EDUCATIONAL IMPACT

INNOVATION – First to adapt a values framework for early education
TOOLS – Storybooks + reflections + questions
VISION – Build a values-based culture with children

Dr. Simon L. Dolan is considered a pioneer in value-based education because he has extended his decades of research and practice in values-based leadership and coaching to the realm of children's education, recognizing that values must be cultivated early in life to shape ethical, resilient, and purpose-driven individuals.

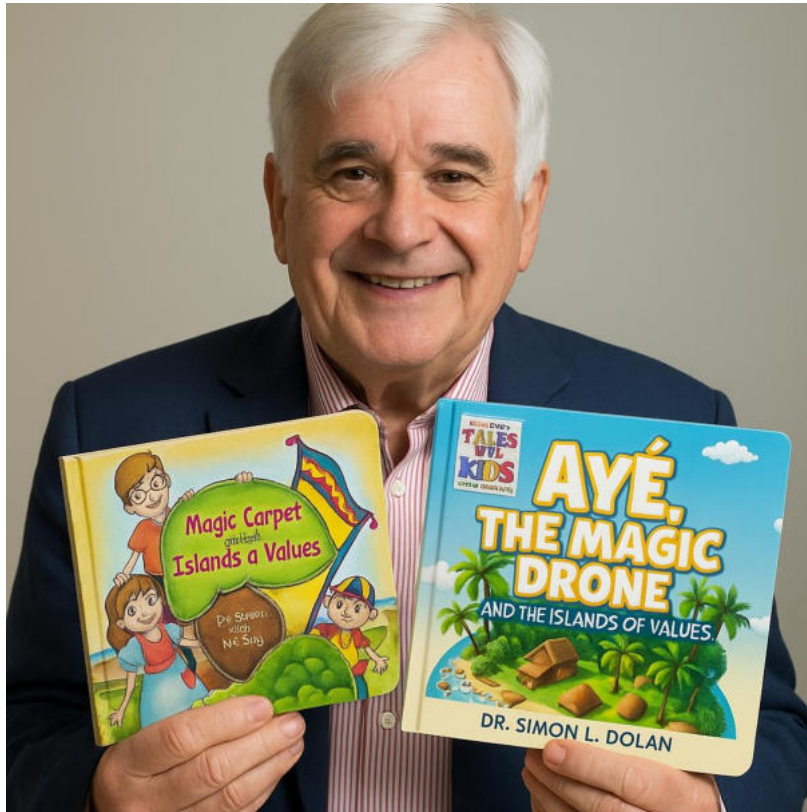
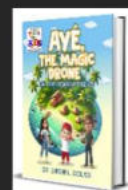


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Bridging Leadership Science with Childhood Education

- He took the core ideas from his TRIAxial Model of Values (economic-pragmatic, ethical-social, emotional-developmental) and translated them into story-driven learning tools accessible to children.
- His belief: Values are not taught; they are discovered, experienced, and shared—and stories are the best vehicle to do that.

Children's Books as Educational Tools



1. “The Magic Carpet and the Island of Values”

- A fantasy adventure where children journey to an island and encounter challenges that reveal the meaning and importance of values like respect, honesty, effort, and empathy.
- Designed as a read-and-reflect storybook, it includes questions and tools for parents, teachers, and coaches to help children internalize these values.
- The tale is designed to spark conversations about values in classroom and home. Each island represents a safe space where children explore dilemmas and choice, helping them internalize values through guided reflection.
- Innovative approach: Instead of teaching what is right and wrong, it encourages children to discover their own values compass. The story can be coupled with games and exercises to help children personalize and act on these values. The parent and ^[No Title]educator guide is available for free download.

2. “Aye, the Magic Drone and the Islands of Values”

- **A Modern sequel:** a follow-up story where a magic drone takes children to different islands—each representing a value dimension (e.g., respect, collaboration, self-awareness, industrious, spiritual discovery and more).
- Incorporate technology (a Magic Drone) while revisiting the same core values from a contemporary lens.
- Offers an interactive experience that makes abstract values concrete and fun. The values are not only re-explored, but recontextualized to fit today’s digital world.
-

These stories are not just tales—they are applied psychology tools aimed at developing emotional intelligence, ethical reasoning, and intercultural respect in young minds.

These stories are not just tales—they are applied psychology tools aimed at developing emotional intelligence, ethical reasoning, and intercultural respect in young minds.

3. Global Reach and Pedagogical Innovation

- Translated into several languages and used in schools, therapy sessions, and homes across continents.
- Adopted by some value-driven educational systems in Europe and Latin America. Remember, the book is designed not only for children, but namely for parents, educators and coaches, fostering intergenerational dialogue on ethical economic, emotional and spiritual development.
- Encourages dialogue between children and adults, supporting co-learning of values across generations.

4. Why Dr. Simon is a Pioneer in This Field

- ☒ He bridges academic rigor with storytelling—based on decades of research in psychology, management, and coaching.
- ☒ He uses a coaching-based methodology adapted to the developmental stage of children: asking questions, sparking reflection, and promoting self-discovery.
- ☒ His work is aligned with UNESCO's goals for values-based education and has been used in various educational systems across continents.
- ☒ He treats values as dynamic and lived, not imposed—turning abstract concepts into playful, practical, and emotional learning experiences.

Why is Prof. Simon L. Dolan one of the worlds biggest thinkers in the area of the future of work?



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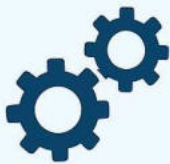
WHY IS PROF. SIMON L. DOLAN A FUTURE SHAPER?

One of the world's global leader in the field of
the Future of Work



EXTENSIVE RESEARCH

He has conducted extensive research on future work trends, values, and management practices



INNOVATIVE MODELS

He has developed innovative models and frameworks for understanding and shaping the workplace of the future



GLOBAL IMPACT

He has influenced organizations and leaders worldwide through his consulting, speaking, and writing



AUTHOR & EDUCATOR

He has authored numerous books and articles and has educated countless students and professionals

Prof. Simon L. Dolan is widely recognized as one of the world's foremost gurus in the field of the Future of Work, due to a unique combination of visionary thinking, interdisciplinary collaborations, and decades of pioneering academic and practical contributions. His influence spans academia, thought leadership, executive education, and institutional innovation.

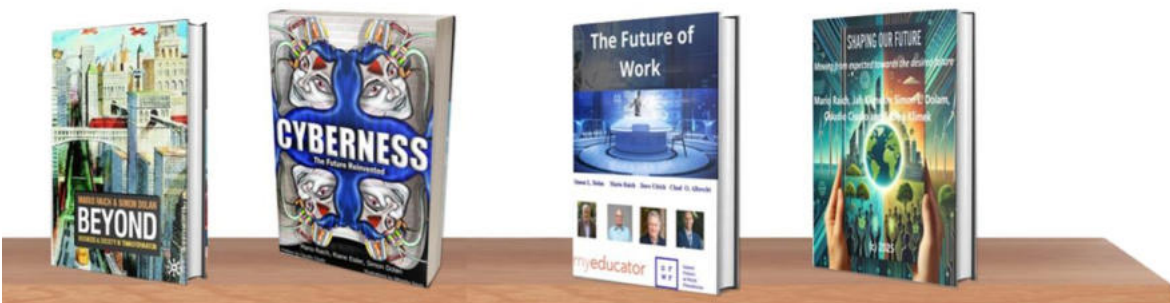
◇ 1. Foundational Thought Leadership and Publications

Simon L. Dolan has co-authored and authored numerous groundbreaking works that have shaped how we understand the evolution of work:

Key Books on the Future of Work:

- ***“Beyond: Business and Society in Transformation”*** (with Mario Raich, a renowned Swiss futurologist): This book explores how exponential technologies and deep societal shifts are transforming the workplace, leadership, and value systems.
- ***“Cyberness: The future reinvented”***. Megatrends and the Future of Work and Leadership” (with Mario Raich and Riane Eisler, paradigm-breaking feminist economist and author of *The Chalice and the Blade*): It offers a humanistic and systemic view of how work will evolve in the face of automation, AI, and value transformation.
- ***“The future of Work”***. The first ever academic textbook preparing student across faculties to the new realities of work in Tomorrowland. Published and offered by MyEducator (the most advanced platform in academic interactive textbooks. Co authors with the leading scholars such as Mario Raich, Dave Ulrich, and Chad Albrecht.

The Future of Work Shelve



◇ 2. Frequent Contributor to the European Business Review

Prof. Dolan has written dozens of thought-provoking articles for the European Business Review, one of Europe's leading platforms for strategic business thinking. His contributions span:

- Value-based leadership in the digital age
- Human-centered management
- The impact of AI and automation on trust and motivation
- The transformation of HR into value-centric organizational design

Each article reflects cutting-edge insight backed by scientific research and real-world application. The Journal has devoted a column to offer readers a taste of all his publications over the years.

<https://www.europeanbusinessreview.com/category/columns/simon-l-dolan-a-future-shaper/>

◇ 3. Academic and Executive Leadership

-  Chair in the Future of Work at ESADE Business School (Spain): As the holder of this prestigious chair, Prof. Dolan led curriculum innovation, research, and industry engagement in the most disruptive and impactful themes shaping the world of work.
-  Founder of the Global Future of Work Foundation (GFoWF): A multidisciplinary think tank created to explore and shape how work, leadership, and organizational cultures must evolve to align with future realities. The foundation has organized international symposia and collaborative research with universities and corporate partners globally.

◇ 4. Executive Doctorate (DBA) on the Future of Work

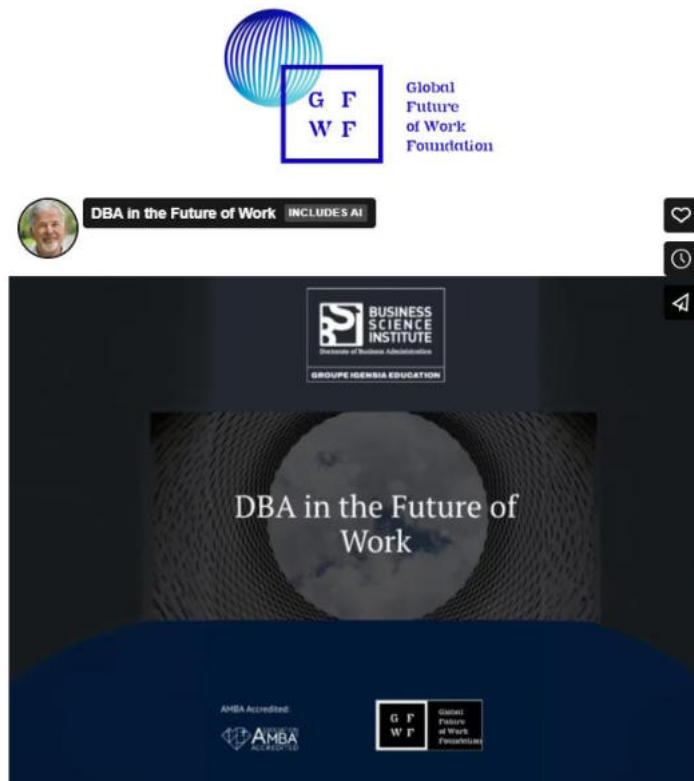
Most recently, Prof. Dolan has launched and designed a unique DBA (Doctor of Business Administration) program with a specialized focus on the future of work. The program is aimed at:

- Executives and senior managers seeking to reinvent business models
- Leaders who want to integrate values, purpose, and future-readiness
 - Scholars interested in systemic transformation through interdisciplinary research

[No Title]

It integrates into modern management the merging skills that C level executives need to possess, but also blends Dolan's triaxial model of values, coaching frameworks, and organizational resilience strategies amongst others.

In partnership with the prestigious Business Science Institute – BSI



◇ 5. Core Concepts and Models

Prof. Dolan's future-of-work thinking is not theoretical—it's structured around original, validated models that include:

- The Triaxial Model of Values (Economic-Pragmatic, Ethical-Social, Emotional-Spiritual) that can be used in culture reengineering
- The Three-Dimensional Trust Model (Reliability, Concern, and Harmony)
- His work on occupational stress, leadership development, and coaching for transformation

◇ In Summary:

Simon L. Dolan is a world-renowned visionary and scholar-practitioner whose legacy in the Future of Work field is monumental because of:

- ✓ His pioneering books with thought leaders like Raich, Eisler and Ulrich
- ✓ His long-standing academic leadership at top institutions
- ✓ His globally influential think tank and DBA program
- ✓ His blend of rigorous models, ethics, and humanism in a tech-disrupted world

He doesn't just talk about the future of work—he is actively shaping it.

Personal Information / Education

LANGUAGES

Proficient: English, French, Spanish, Hebrew

Functional: Polish, German and Catalan

Personal web: www.simondolan.com

And: www.learningaboutvalues.com or www.stress2resilience.com

CURRENT ADDRESS

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Office in Madrid: C/O Advantere School of Management, MateoiNuria 39 Madrid

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EDUCATION

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

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
- Kindai Management Review

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 2024)
- 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
- 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 Management & 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 6th 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 ciencia – 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
		
Full Professor,Senior Researcher and director of programs	Advantere School of Management	2022-2025
		
Visiting Professor	University of Duesto	2025 –
		
Professor (part time)	Universidad Internacional de Andalucia (Huelva)	2025 -
		
Prof. Lecturer (Seasonal)	University of Nebrija	2025-

POSITION	INSTITUTION	DATES
ESADE Chair	Future of Work	2011 - 2018
Catedrático de RRHH Full Professor	 	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		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	Nanyang Business School and NUS (Singapore)	January 2013
		
Visiting Professor	University of Tartu	June 2011
Visiting Professor	Université de Corsica	March (2007, 2008, 2009, 2011)
Affiliated Professor	The University of Haifa Israel	2006 – 2019
		

Visiting Professor

Renmin University Beijing

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

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



Sample of Classes/courses taught

INSTITUTION	THEMES -SUBJECTS- CLASSES TAUGHT
Advantere School of Management	Culture and Change Management Well-being, resilience and Trust
MyEducator Virtual Training	Introduction to Human Resource Management Organizational Behavior in a Global Context The Future of Work
Oxford University & St Gallen (2016 - 2019)	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	• Organizational Psychology (in French) • Industrial Relations Systems & Methodology • Employee Selection – Staffing (in French) • Research Methods in Industrial Relations (in French) • Organizational Behavior & Administration (in French) • Cases in Personnel and Industrial Relations (in French) • Human Behavior in Organizations (in French) • Human Resource Management (in French) • Managing Change in Organizations (in French) • Training and Development (in French)
Pompeu Fabra University (2000-2001) (And IDEC MBA Part Time)	• Human Resource Management I (<i>in Spanish</i>) • Human Resource Management II (<i>in Spanish</i>)
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)	• Managing Human Resources in the 21st Century • Managing by Values
McGill University (1980-1984; 1986 -1994)	• Organizational Behavior • Personnel & Industrial Relations • Effective Personnel Training • Organization Theory and Design • Human Resource Management

INSTITUTION	THEMES -SUBJECTS- CLASSES TAUGHT
Concordia University (MBA and EMBA - 1992-1993)	• Business Research Methods • Human Resource Management
Vienna University (2003, 2004)	• Cross Cultural Management
Boston University (School of Management - 1985)	• Organizational Behavior • Human Behavior in Organizations
Northeastern University (Faculty of Business, And Executive MBA - 1985)	• Complex Organizations • Organizational Behavior • Contemporary Labor Issues
Tel Aviv University (1981)	• Employee Staffing (<i>in Hebrew</i>) • Emerging Problems in Labor- Management Relations • Stress at Work <i>in Hebrew</i>)

Sample of 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)

- **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, Bilbao, Huelva, and many others).

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

Speaking -lectures-Conferences Offered via Thinking Heads

www.thinkingheads.com



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 75 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"
- Re-engineering 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 for 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 Scholarly Type Institutions

DATES	POSITION	
2018 – Present	Founder & President: The Global Future of Work Foundation	 Dr. Simon L. Dolan President Global Future of Work Foundation
2023 – Present	Member of the International Advisory Board ICD Business School – Paris	
2011 – 2018	ESADE – Future of Work Chair	
2007 – 2015	Editor-in-Chief: Cross Cultural Management – An International Journal.	 Emerald Cross Cultural Management: An International Journal
2002 – 2006	Doctoral coordinator 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, ISSWOV (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	Member of the University Board of Governors (Senate) (Univ. of Montreal)	
1986 – 1990	Director, Ph.D. program (Univ. of Montreal)	
1979 – 1980	Coordinator , Faculty Research Seminar	
1978 – Present	Director and thesis supervisor , more than 30 M.Sc. and Ph.D. Students in various universities (Montreal, Cadiz, Barcelona, ESADE, Haifa, HEC, Sevilla, and others)	

Doctoral & Other 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 organization'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 Rezanian, 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 Brazilian 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 phenomenon of expatriation - **Kubra Canhilal**
- The moderating and mediating role of Trust on getting out of the closet: developing and testing a new model - **Ben Capell**
- Promoting Dignity in Organizational Life: A Conceptualization, Application, and Theoretical Extension” - **Delia Mannen - (co supervisor)**

Post Doctoral Supervision

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

Participation in Doctoral Thesis Tribunals (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 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 “Repensar la indagación apreciativa desde la perspectiva de su plasticidad “ (December 2015)
- Martinez gage Chonati Paloma –La escuela de Post Grado de la Universidad de Pacifico – Lima (marzo 2024)

Sample of Some Master Thesis Supervised

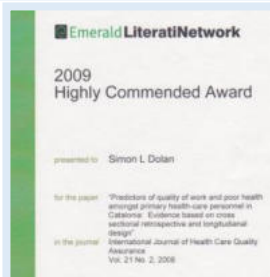
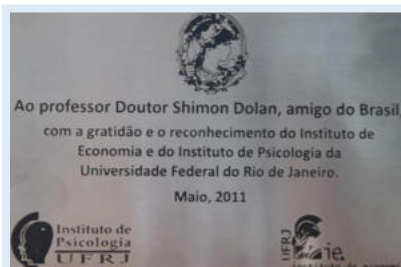
- **Viegner, Anna Katrin** - Social franchising –an approach to scale social enterprises (2008)
- **Beatriz Míguez Armada** - Factores de éxito para la internacionalización de las empresas españolas en china (2009)
- **Marta Domingo** - El impacto de la Inteligencia Emocional en la gestión del equilibrio 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)
- **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)

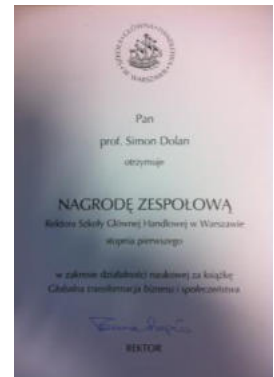
- **Ben A. Capell** - Explorations into diversity at inter and intra organizational levels (2015)
- **Claudia Ventura**- Effective Collaboration among employees of the retail industry in Tomorrowland (2016)
- **Anna Leroy** *The Effect of the Digital Transformation on the Future of Competitive Strategies: 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 16th, 2011



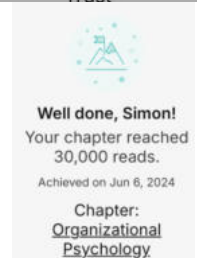
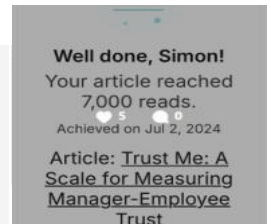
- SPECIAL AWARD BY THE INSTITUTE OF PSYCHOLOGY, the Federal University of Rio de Janeiro (May 17, 2011)
- EMERALD EDITOR OF THE YEAR AWARD (award handed in the EURAM gala Dinner in June 2011 (Tallinn –Estonia) Literati Network highly commended Award for best paper: “Do emotions Matter? The Role of Emotional 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 społeczeństwa”.
- NOMINATION FOR THE NATIONAL RESEARCH AWARD of the Governement 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).



Simon L. Dolan

Values & Future of work

- 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)



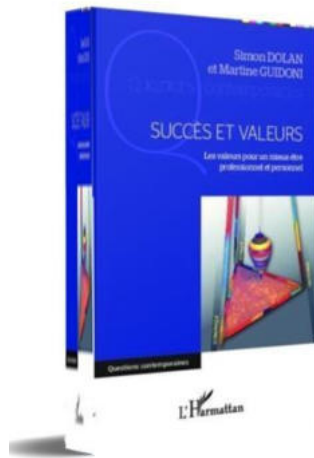
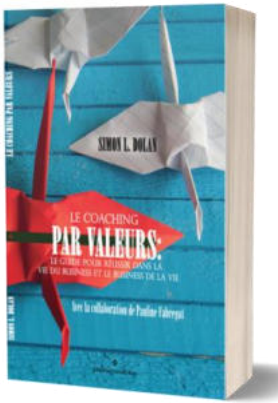
Golden Award handed during the XII international congress of the Society for the health and safety in Spain June 2025



Research Grants *(sample)*

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

Mosaic of Recent books In French (en Française)



Books and Card Games in Hebrew (2018–2021)



Multimedia and Web-Based Books

(see catalogue on www.MyEducator.com)



Introduction to International Organizational Behavior

Simon L. Dolan &
Tony Lingham



Organizational Behavior for MBAs

Chad Albrecht &
Simon L. Dolan



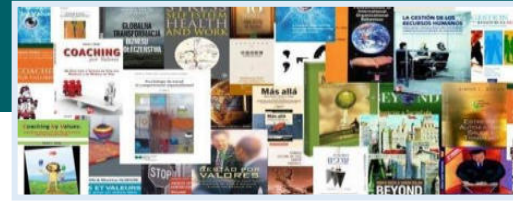
Introduction to Human Resources

Simon L. Dolan
Chad Albrecht



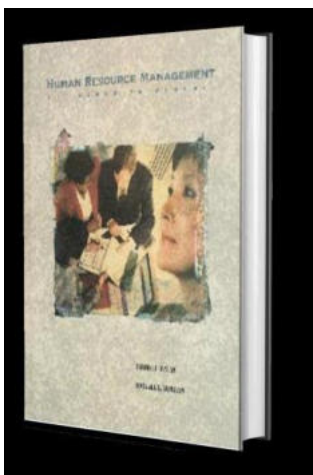
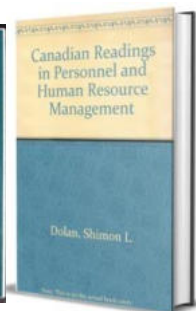
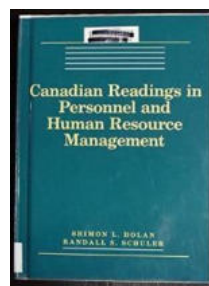
Simon L. Dolan Mario Raich Dave Ulrich Chad O. Albrecht





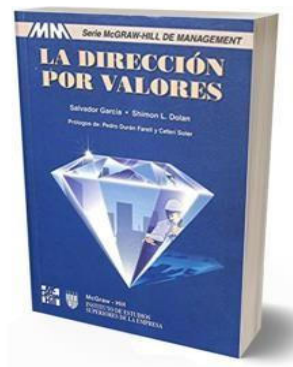
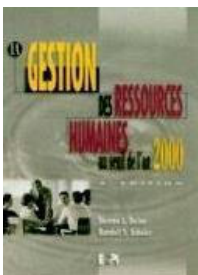
Books and Monographs

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.
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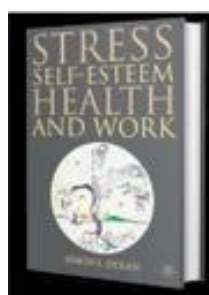
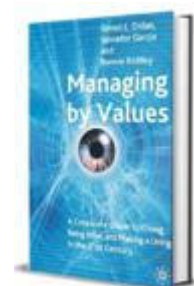
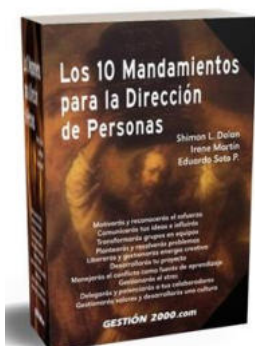
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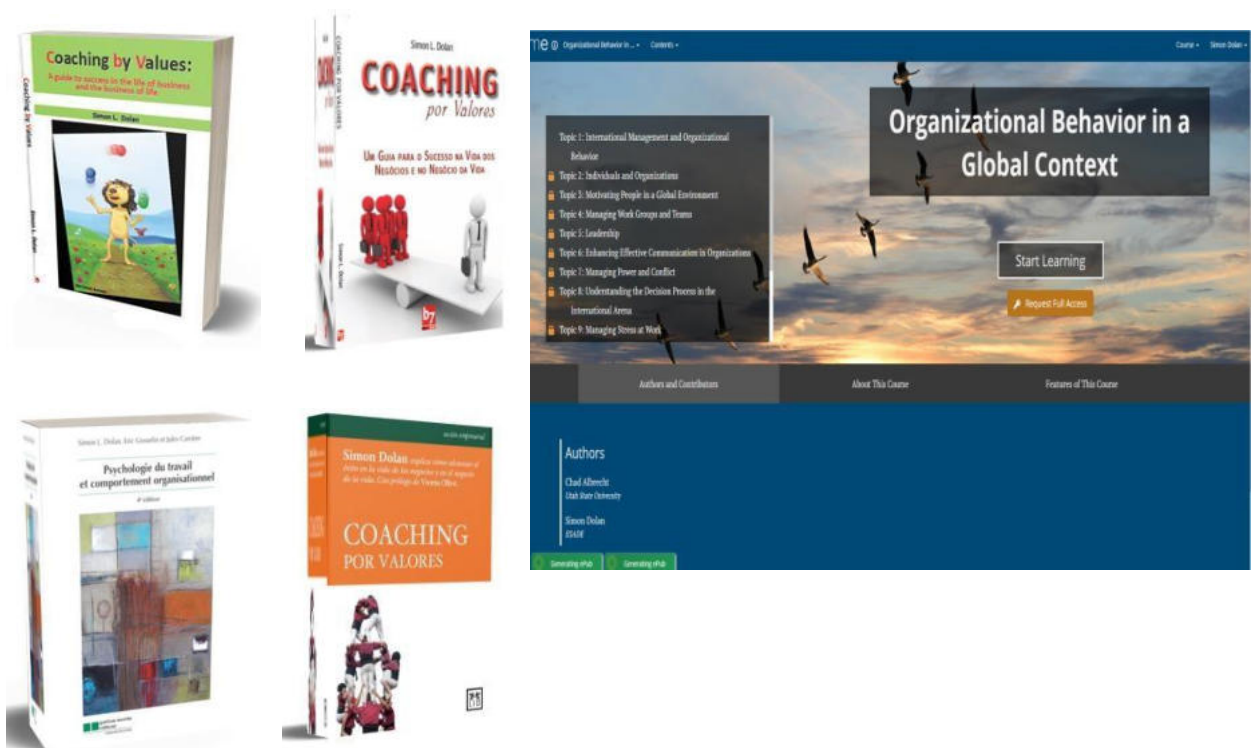
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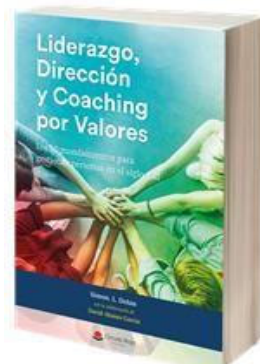
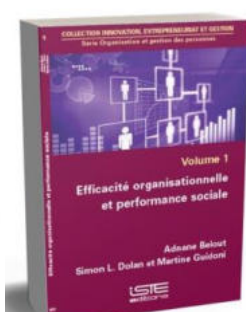
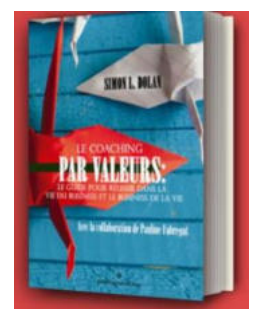
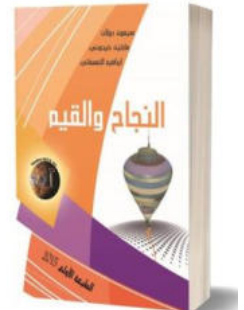
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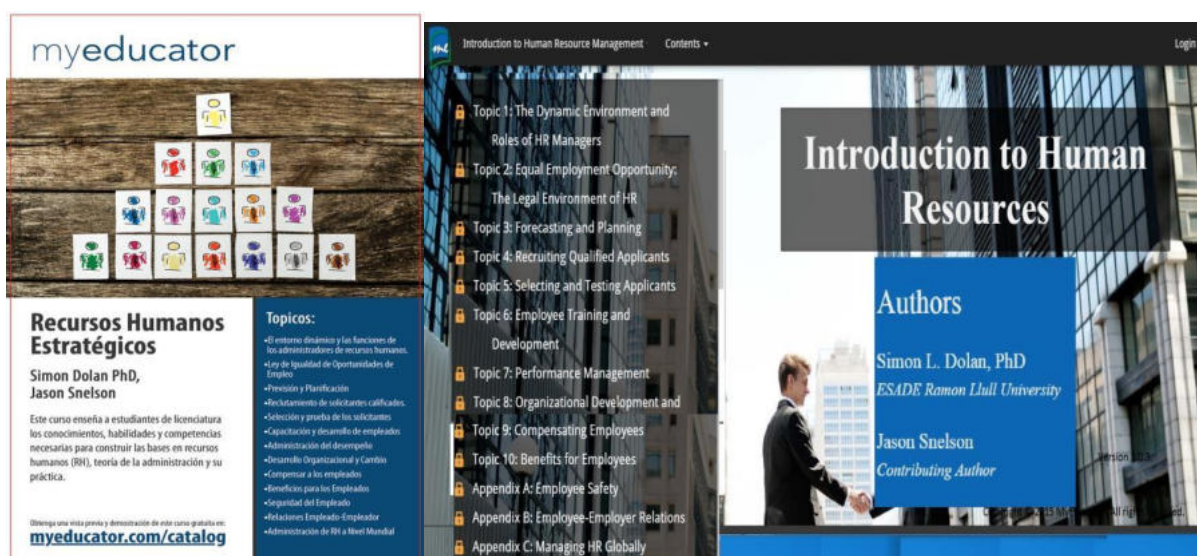
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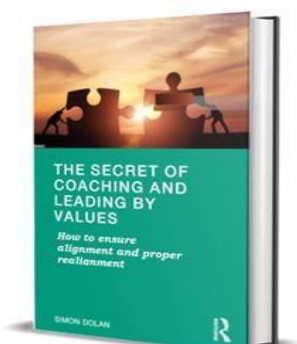
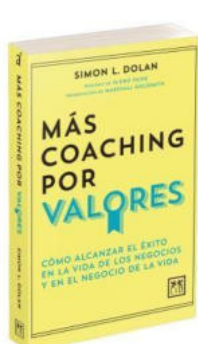
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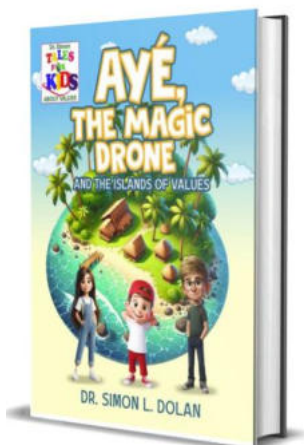
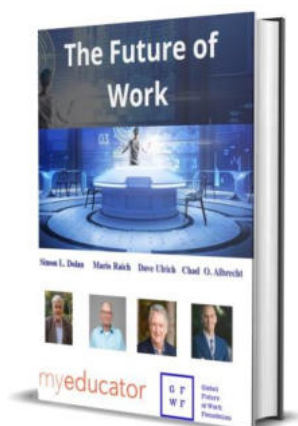
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Simon L. Dolan

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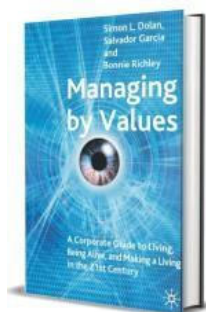
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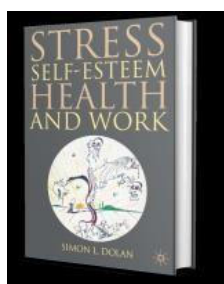
MANAGING BY VALUES (PALGRAVE-MCMILLAN)

"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)

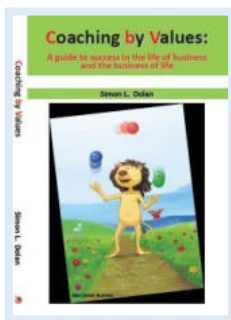
"This book is a must-read for both managers and stress researchers interested in leaning more about high performing individuals and organizations" (Ron Burke , the late Professor of work environment and Individual's overall well being, York University, Canada).

"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 Abenhaim, 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>



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



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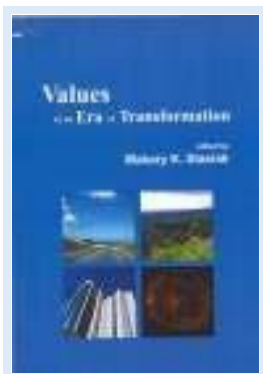
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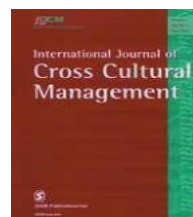
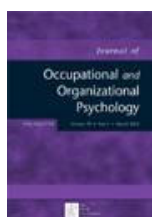
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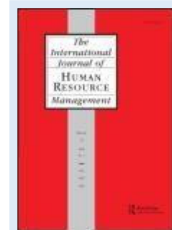
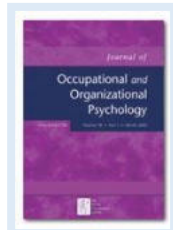
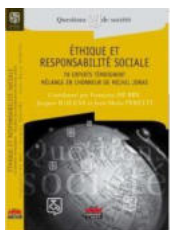


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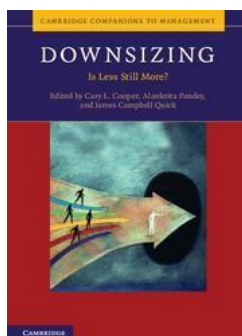


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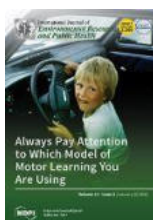
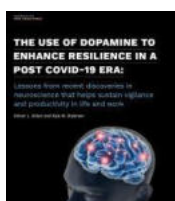


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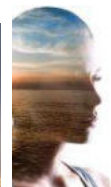
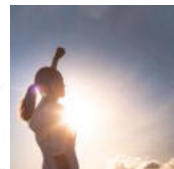


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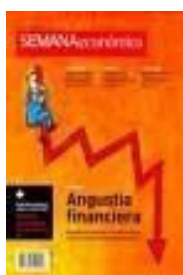
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EMPREGO

Um brasileiro é um português à solta

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

Toni Nogueira Santos



Pode aprender-se muito sobre os recursos humanos de uma forma diferente. A resposta é sim, sem qualquer hesitação. E quem assiste às conferências organizadas pelo IPP Portugal, dia 17 no Porto e dia 18 em Lisboa, testemunha claramente esta afirmação. Falo, por um lado, da forma como Simon Dolan, catedrático de Recursos Humanos da ESADE Business School de Barcelona, põe em prática um jogo de pares, que estimula a colaboração, tornando as suas ideias participativas e abertas a debate. Mas falo também do debate, em que Roberto Carneiro, professor associado da Universidade Católica, a propósito da capacidade de adaptação dos portugueses a situações de crise, faz uma bela análise do Agente da Silva (um brasileiro e um português à solta).

"Com a crise, perdemos de repente 30% do mercado do sector automóvel. E não sei qual é a minha culpa ou dos trabalhadores"
Roberto Carneiro
Professor associado da UCP

"O mundo que aí vem é diferente. Haverá contracção do emprego, menores padrões de consumo e menos desigualdades"
Henrique Neto
Vice-presidente da UCP

"Alcio Morita dizia que a sua primeira preocupação era satisfazer os empregados, depois os clientes e por fim os accionistas"
Simon Dolan
Director Internacional do Programa IPP

"Mesmo neste quadro de crise, as empresas não podem dar-se ao luxo de perder os talentos que têm e não captarem outros"
Toni Nogueira Santos
Presidente da UCP

que é necessário criar: "Criar-se que dê lugar à formação para as pessoas que estão no desemprego", diz, realçando que para as empresas é decisivo serem estas talentos. A utilização do trabalho é igualmente importante: "Permite adequar a capacidade instalada àquilo que o mercado vai consumir".

"Temos de evitar a tentação económica de cortar a direita, porque nos arrastamos a cortar o que é importante para as empresas. Não há nada mais absurdo. Corta o pessoal, o pessoal, corta tudo", afirma, por seu turno, Armando Monteiro, presidente da ANE, que dá as suas recomendações: que os trabalhadores não sejam surpreendidos com o que se está a passar na empresa; reconhecer o mercado e procurar; que haja preocupação no desenvolvimento para empreendedores e gestores. Muito debata-se foi também a



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Managing People and Human Resources in the XXI Century

Shifting Paradigms, Emerging Roles, Threats and Opportunities



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MIÉRCOLES, 30 ENERO 2013

LAVANGUARDIA

LA CONTRA

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



65 años. Nació en Israel, hijo de supervivientes del holocausto. Soy judío laico casado con una católica practicante. Sumamos 5 hijos. Creo en mi 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, *Couching 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.

Cuál es su proyecto personal?

Cambiar la mentalidad de los altos directivos haciéndolos conscientes de sus valores. Tu sistema de valores vertebral tu vida y pocos son conscientes.

Cultura es compartir valores.

Si, por eso podemos hablar de cultura de empresa. Yo desarrollé mi modelo de *couching* 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, sorpréndala 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; el paradigma ha cambiado: hasta ahora el mayor valor era el control, y ahora es la confianza.

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 intenta, 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 le va a sorprender.

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

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 haciendo 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 tenebrón con la que colaborar un día laboral: al mes. En la página web, los empleados compartían sus fotos y experiencias. Conquistaron 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 equiparará 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 puede 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.

IMA SANCHEZ

Infojobs Diciembre 2013

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

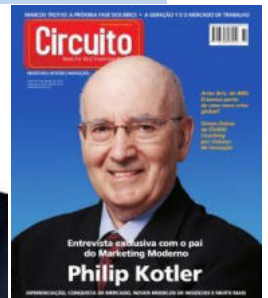
"Saber gestionar el estrés o el miedo al fracaso serán competencias clave en los ejecutivos"



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

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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



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Simon Dolan, de la Cátedra Future of Work de Esade, posa en las instalaciones de Sant Cugat. / OSCAR ESPINOSA

> 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**

El pasado mes de septiembre el paro sumó 19.720 desempleados más, y con ellos ya son 4.447.650 en total. La economía española no termina de recuperarse, lo cual conlleva incertidumbre: ¿Qué va a pasar con los empleos? Simon Dolan, psicólogo, agente de cambio y profesor de la cátedra Future of Work de Esade, medita sobre cómo el mundo está cambiando y las consecuencias que esta evolución traerá al terreno laboral: «Ya no vamos a trabajar toda la vida en una única empresa como nuestros padres, en el futuro cambiaremos de trabajo continuamente, los periodos de desempleo serán algo común para todos».

Hablamos de predicciones a 25 años, un futuro no muy lejano en que trabajaremos como *freelance* a tiempo parcial y las máquinas eliminarán muchos puestos de trabajo. «Es evidente -continúa Dolan- la tecnología va a sustituir todos los trabajos me-

cánicos». Ya está pasando: en ciudades como Hong Kong hay fábricas con plantas enteras llevadas únicamente por máquinas, mientras en España trajo polémica el pasado mes de febrero la implantación de un robot con fisonomía humanoide en la factoría Airbus de Cádiz, que trabajaba junto a los empleados. El avance tecnológico es inevitable, así que el profesor Dolan propone que los humanos nos adaptemos al nuevo entorno tecnológico y nos preparemos 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 mantendrán sus ocupaciones». Nuevos horarios, perfiles y competencias. ¿Cómo nos prepararemos para la situación laboral del futuro? Aquí es donde entra el nuevo concepto del profesor Dolan: el *talenting*.

Hasta la fecha el objetivo del empresario ha sido conseguir un equipo

de trabajadores con talento, pero este paradigma no es sostenible a largo plazo para Simon Dolan: «Si no fomentas y mantienes un talento de tus empleados, éste con el tiempo dejará de brillar. La solución es el *talenting*». Este nuevo término ideado por el profesor se centra en la cultura de la empresa, en crear un entorno específico que motive a los trabajadores: «Al no cuidar las capacidades de tus empleados, finalmente éstos te dejarán por otra empresa que los motive más. Este concepto lo ha captado muy bien Google, que prima el bienestar de su equipo y convierte el trabajo en un juego».

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 casos pasados y de escuchar al profesor de forma vertical. Las clases han de prepararse para el mundo real, experimentar con los estudiantes la captación de un equipo, el análisis de casos actuales y ayudarlos a identificar sus incompetencias».

Por supuesto, las empresas también tienen la tarea de renovarse o morir: «Muchas empresas van a cerrar inevitablemente si no se reinventan. Deben aprender a arriesgar para innovar». Y es que el mayor problema del panorama empresa-

rial español según el profesor es la intolerancia al fracaso: «Es sencillo: si innovas para adaptarte a los cambios del entorno puedes fracasar o triunfar, pero si no cambias te quedarás atrasado y fracasará». ¿La fórmula para innovar? Consiste en tener una idea, una metodología para llevarla a cabo y herramientas para medir el cambio. «Si nos falta algún recurso para llevar a cabo nuestra idea, la solución es-

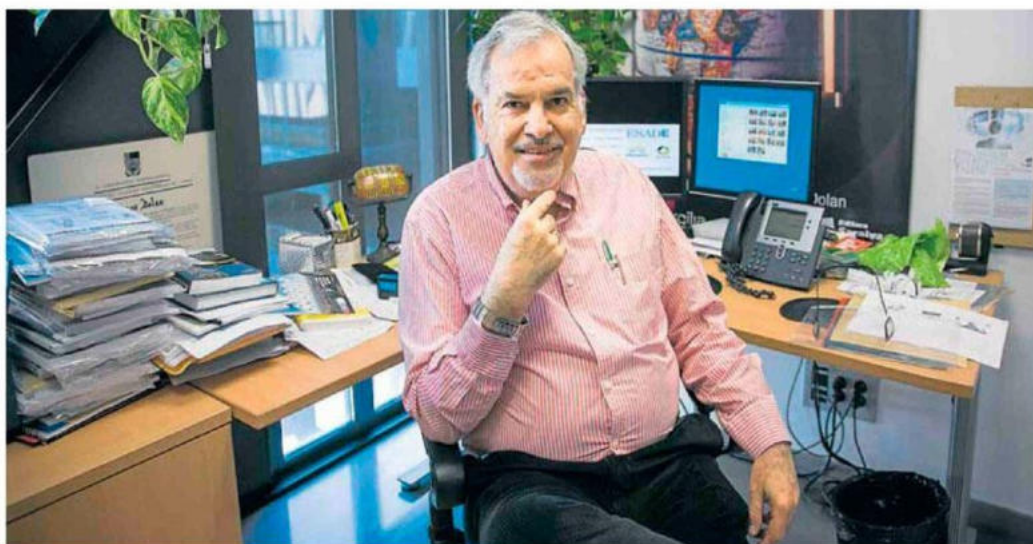
tá en rodearte de un equipo que pueda aportar algo a las áreas que te fallan y viceversa, crear alianzas». La virtualización y la globalización serán los aliados del trabajador para conseguir sus objetivos: «La tecnología puede ayudar al nuevo perfil laboral de trabajador. Uno mismo puede trabajar en 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. / EL MUNDO

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

La receta de Dolan para el mundo del mañana es sencilla: «Hay que dejar de ver la tecnología como una amenaza, debemos reinventarnos para aprovecharla y verla positivamente». Precisamente de esto trata su último libro *Cyberness*, una visión positiva del avance tecnológico.



Simon Dolan diu que la gent es divideix entre els que creuen que el món sempre pot ser un lloc millor i els que no. Ell es considera dels primers, probablement perquè prové d'una família jueva que va sobreviure a l'Holocaust, confessa aquest acadèmic canadenc, expert en coaching per a directius i director de la càtedra Future Work d'Esade. Catedràtic en direcció de recursos humans i psicologia del treball per la Universitat Ramon Llull, Dolan ha estat professor de la Universitat de Mont-real i McGill, ha treballat de consultor i és autor d'una cinquantena de llibres sobre coaching i recursos humans en el camp de la gestió. El seu últim llibre és *Coaching per valors* (LID Editorial), una mena de guia per identificar els valors i alienar-nos amb els nostres objectius laborals, i actualment prepara el Congrés Mundial sobre Espiritualitat a l'empresa, que se celebrarà d'aquí un any a Barcelona.

En els últims 5 anys, coincidint amb la crisi, han aparegut coaches com bolets. Per què?
Té a veure amb dues coses. Primer, el món és avui tan complex que la gent ja no sap qui la pot ajudar a entendre'l millor, ni tan sols la família. La gent està perduda, en

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

l'àmbit laboral, familiar, polític... Els metges no tenen temps per fer de psicòlegs, i els psicòlegs es dediquen a problemes més clínics. Hi ha un buit que ara comencen a omplir-lo els coaches, una figura que ens arriba del món de l'esport. Els coaches només tenen una tasca: ser agents de canvi. Si són bons, fan que tu et donis a tu mateix la pròpia solució. Segon: el món del coaching és la selva. Tot i que cada cop hi ha més institucions, falten regulacions que dictin qui pot ser coach i qui no. A part d'això, hi ha la naturalesa humana: molts creiem que som capaços

d'ajudar l'altre, i molta gent desil·lusionada amb la seva professió, o que s'ha quedat sense feina, veu en el coaching una oportunitat de guanyar diners i ajudar els altres.

¿I així va començar vostè també?

Jo no exerceixo, només crec les eines per als coaches. I m'he centrat principalment en el coaching a directors d'empresa, perquè se senten molt sols, no poden compartir els seus sentiments i dubtes amb el seu equip, ja que ho poden interpretar com un senyal de debilitat. El coach és una persona de confiança, no li dirà al

“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 vendre un producte que sap que és una estafa”

director general si ha d'acomiadar o no algú, o a qui ha de deixar l'herència, sinó que l'ajudarà a veure les alternatives.

He vist empresaris que arribaven a casa i explicaven els seus problemes de feina a un fill!

Doncs imagina't que els fills tinguessin la formació adequada per fer-los veure l'equilibri de cada situació! De fet, el coaching comença a la família. Si els pares no fan una bona feina, ho paga la societat! Per això ara estic més centrat en els nens. Els pares volen el millor per als seus fills, però moltes vegades no tenen les

eines. I els valors que portem de casa són els eixos de la nostra vida, sobretot quan estem perduts.

¿En això es basa el coaching per valors?

Els valors són paraules, però no valen res si no es porten a la pràctica. La coherència és el més important. Els valors només serveixen si els reconeixem, actuem en funció d'ells i els compartim. En una parella, com en una empresa, hi ha tres eixos de valors: els econòmics, els ètico-socials i els emocionals. Si només estàs amb la teva parella per por a quedar-se sense diners, és insostenible a llarg termini, acabaràs tenint una amant, deprimint o actuant en contra dels teus valors. El mateix passa a la feina. Si els teus valors entren en conflicte amb els de l'empresa, o els teu cap, no és sostenible, tard o d'hora acabaràs malalt!

Millor deixar la feina?

El coach et fa veure el cost d'oportunitat de continuar enganxat a una feina només per un salari. No entenc com l'empleat d'un banc pot quedar-se tranquil si el seu cap li ordena vendre un producte que sap que és una estafa, com les preferents. No és fàcil deixar una feina, sobretot si has de pagar la hipoteca del pis, però si hi ha coratge i ets valent, 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

Cómo 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.

Por eso se tomó un año sabático, reflexionó, y empezó con otro equipo. Es un buen modelo, como lo es no depender del todo de una empresa.

¿Cómo va a cambiar el mundo en lo social?

No se trata de ser optimistas o pesimistas, sino de describir la realidad. Todos sabemos que los grandes sistemas que conocimos, el comunismo y capitalismo, van a fracasar. Cada vez vamos a ver más escándalo y codicia, y eso no sólo es típico de aquí, sino que está en todos lados. El mundo tal y como ha funcionado hasta hoy tiene que cambiar, y ese paradigma de dominación de la gente sobre la gente sin poder no va a durar. Hoy ya existe la posibilidad de que un gran poder económico como Rusia reciba un avión con gente de Sierra Leona, por ejemplo, y le cause una epidemia. Un solo tonto fanático puede provocar grandes catástrofes. Ya no tenemos un lugar para escapar, porque las fronteras son artificiales. Ocurrir incluso en la economía local. Un embargo de Rusia sobre la UE provoca que mucha gente se quede sin trabajo en Murcia y que los marroquíes hagan un trato con los rusos ignorando a la UE para desarrollar así su agricultura. La globalización, la virtualización y la digitalización están cambiando el mundo, y lo harán también con la empresa. La compañía que hoy tiene éxito no lo tendrá mañana si no cambia su tecnología y su manera de abordar los problemas. El paradigma de dominación va a verse sustituido por el de colaboración y alianza. A mucha gente le ocurre que cuando pierde su trabajo se pone a reflexionar, cuando la mejor reflexión es la que se tiene cuando las cosas aún funcionan. 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 fracasas? Además, si conoces los tuyos, los organizas y los alineas con tus objetivos, ganarás felicidad

Por Marta Belmont



TOLERANCIA

En una época en que experimentamos una creciente sensación de finalidad e insensibilización en cualquier faceta de la vida, más que nunca es necesario retomar la importancia de los valores. Es, al menos, la propuesta que Simon Dolan, reputado estudioso de la persona y las organizaciones, presenta en su libro *Coaching por valores* (Lid Editorial). Plantea una metodología para ayudar a cada persona a auditar, clasificar y priorizar sus valores y alinearlos con sus objetivos vitales, de manera que al ponerlos en práctica, consiga que su vida sea más plena y

ENCUENTRO JORNALISMO

Amores laborales con futuro

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

Kathy Hume

Si experimentas, inevitablemente, una sensación de estrés o de frustración en tu trabajo, es probable que estés experimentando una incongruencia de valores. Simon Dolan, reputado estudioso de la persona y las organizaciones, plantea una metodología para ayudar a cada persona a auditar, clasificar y priorizar sus valores y alinearlos con sus objetivos vitales, de manera que al ponerlos en práctica, consiga que su vida sea más plena y

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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](#).

ENTREVISTA AECOP MAGAZINE SIMON DOLAN



Autora
PILAR ALLAGA
Responsable Prensa
AECOP España

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

Simon Dolan es doctor
en RRHH, experto en
psicología de trabajo y
defensor del
"CoachingXValores"

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

Fue una experiencia genial. Normalmente
cuando impartí conferencias o po-
nencias la interacción con los asistentes
es mucho mejor y es algo que a mí per-
sonalmente me encanta.

El hecho de poder compartir un día
con profesionales del mundo del coa-
ching es un regalo para mí como forma-
dor, no solo por su enorme implicación
durante todo el Workshop, sino porque
también sé que, a poco que empiecen a
van a estar marcando una diferencia
significativa en la vida de sus coachees o
colaboradores. Si hay algo por lo que
me sigo levantando cada día con la du-
da de aportar a los demás mi grano de
arena para hacer de este mundo un lu-
gar mejor. Como reza el lema que usa-
ga CoachingXValores: "Coaches

cambiando el mundo a través de los va-
lores", y los coaches de AECOP que allí
se reunieron demostraron una calidad
humana y profesional excelente.

El coaching por valores, ¿todavía
más imprescindible en el coaching
ejecutivo?

No sé si diría si es más imprescindible,
pero que es imprescindible seguro que
sí. Los Valores son en un proceso de coa-
ching lo que es el corazón en una per-
sona: sin ellos no hay vida. Así que ima-
ginate en un proceso de coaching ejecu-
tivo donde no sólo estás ayudando a tu
cliente sino que, de rebote, se ven be-
neficiados todos sus colaboradores y
compañeros de trabajo. Es decir, que
ayudando a una persona influyes en
todo su entorno directo, imagínate el
impacto que eso puede llegar a tener a
nivel agregado, es incalculable.

No solo eso, sino que, en los últimos
estudios que estoy llevando a cabo se
demuestra un componente hereditario

LOS VALORES SON EN UN PROCESO
DE COACHING LO QUE ES EL
CORAZÓN EN UNA PERSONA. SIN
ELLOS NO HAY VIDA.

en esto de lo que hablo; la ayuda direc-
ta a una persona hoy, beneficia hasta
dos generaciones posteriores, así que te
puedes imaginar el impacto que pode-
mos tener para nuestros clientes.
Hay una anécdota muy graciosa en
cuanto a esto, y es que yo solo trabajo
con Directores Generales de Grandes
empresas, y hay coaches que me pre-
guntan al ver la herramienta principal
de los Valores, el juego El Valor
de los Valores, si este tipo de ejercicios
no lo ven como algo infantil, ya que el
protagonista del juego es un león y son
cartas con dibujos.

Pues cuando le pregunto a cualquier
de mis clientes si quieren jugar, to-



no darán posiblemente lo mejor
de sí mismos.



Coaching & Empresa
aecop
magazine

Asociación Española de Coaching (Organización y Marketing) - Enero 2017

09



Simon Dolan
COACHING POR VALORES



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

Jul 6, 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 \(phys.org\)](#)

April 2023



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

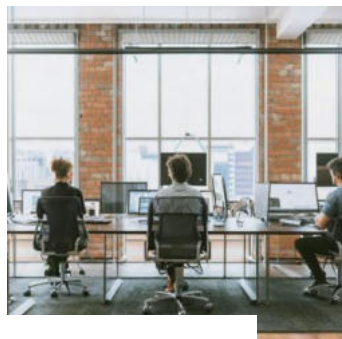
[La Opinión de Simon L. Dolan | Tendencias y desafíos del mercado de trabajo: prever el panorama futuro \(diariodesevilla.es\)](#)

Los desafíos de la Gestión de Personas para 2024, El Observatorio

por

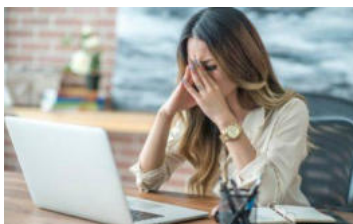
Pedro Cesar Martínez Moran y Simon L. Dolan

[Los desafíos de la Gestión de Personas para 2024 - Global Future of Work Foundation](#)



Investigador y autor analiza las implicaciones del estrés crónico en el trabajo,
junio 6, 2023 entrevista por Patricia Tomasi

<https://globalfutureofwork.com/es/investigador-y-autor-analiza-las-implicaciones-del-estres-cronico-en-el-trabajo/>



Simon Dolan Landau y Pedro César Martínez Morán / The Conversation Domingo 07 de Julio de 2024 “**Talento sénior, talento júnior: ¿A quién le importa la edad?**”

<https://www.eleconomista.com.mx/capitalhumano/Talento-senior-talento-junior-a-quien-le-importa-laedad-20240707-0010.html>



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., Abenhaim 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., Abenhaim L., Stress, Health and Performance at Work. **17th Annual Meeting of the Canadian Industrial Relations Research Association**. Montreal, June 1980.
5. Arsenault A., Abenhaim 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.

Principal coauthors in the 1980s and 1990s



The late Dr. André Arsenault Was the chief of nuclear medicine at the Montreal institute of Cardiology, and principal researcher and co founder of the ORSST in Quevec.



Dr. Lucien Abenhaim

A scientific entrepreneur that amongst others created several academic research groups and Medtechs, including [RE]MEDs, specialised in the repurposing of medicines. He was a member of the executive committee of the World Health Organization (WHO) and the DG of France Health ministry. Co founder of the IRSST in Quebec,

7. Dolan S.L., Occupational stress, Discussant. 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*, Anaheim, 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 Medicales 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 7-12, 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 milieu 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 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 (Suisse): 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 27-29, 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 Grégoriades 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 22-25, 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, Québec, 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. Éclaircissements empiriques concernant la satisfaction issue des sphères professionnelle et personnelle : individu intégré 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*, ISSWOV, 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 passe 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 symposium: 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 empresarial (*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 *ISSWOV 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., Díez-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. Dolan keynote address in : *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., Díez 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.Díez, 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 rhetoric 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.Shmueli 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 Triaxial 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)* 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 Rezanian).

- 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”. *European Academy of Occupational Health*, November 2008 Valencia Spain
- 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 Tommorrowland: 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., Tzafrir 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 tomorrows' 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, **ISSWOV, 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 **ISSWOV The 12th International Conference on Work Values and Behavior** (Estoril Portugal) June 27-30, 2010
- 179.Dolan S.L., (with Zahra Solouki) The underlying structure of Culture: Applying the Tri-axial and quadrxial 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 Richley, 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^e rencontres sur la prospective des métiers : 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^e rencontres sur la prospective des métiers : Quel Management des Ressources Humaines demain ? March 10, (ESSEC - la Defense – Paris)
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 & 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 Metamorphosis, 2012 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 octubre, 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*, 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
- 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, *ISSWOV* 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 2018 I have retired from ESADE and became a freelance. As such, I do not have institutional support to cover expenses enabling attendance in academic conferences. I only accept invitations to deliver a keynote speeches when all expenses are covered and some fee apply. I do attend, nonetheless, professional conferences (see next section)

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) l e c t u r e on Frontiers in managing HR. ITESM. (Bellow 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 anual meeting.

Barcelona. - May 5 (2004) Proyectos Europeos: los mejores lugares para trabajar. Jornada Tecnica Condiciones de trabajo y reponsabilidad 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 globally 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: July 2025



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 (Marroco) 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".



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.





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 dealers 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 - 17 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 Catolica.

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 Valores™: 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 Janiero – 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.

Valladoid – 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 () – lecture 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

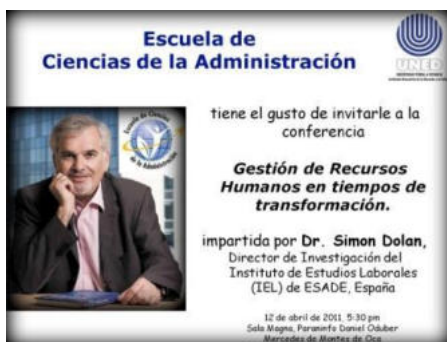


Girona – Spain - Octubre 28, 2011 – workshop on advances in managing people and culture change to senior directors of Clinica Salus.

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 association. 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.



Joaquim Forn i Chiariello
Primer tinent d'alcalde

Es complau a convidar-vos a l'acte de lliurament 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: Pasion, valores, el bien estar y la reingenieria 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: "Sobre Liderando, 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.

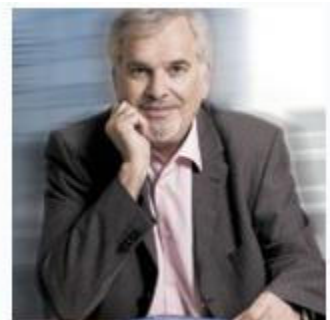
Tel Aviv University – Israel (21/1/2015) 'A half day workshop on Coaching by values to the senior officers of the Israeli Prison systems

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 coaching 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.

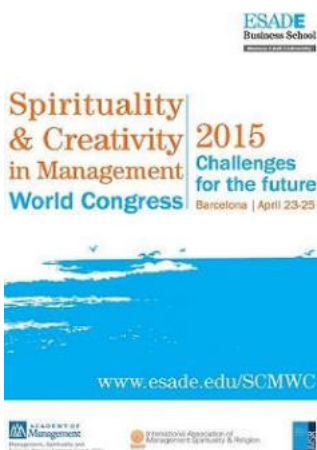
Estoril (Portugal 20 of May 2015) - one of a keynote roundtable address on future of Education

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 (Caribbean island) (15-16 of June 2015) International certification of Coaching by Values about 18 trainees.

Guadeloupe (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 (swiss) – 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 Tomorrowland: 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8階会議室

お問合せ: 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ー創造とイノベーションの必要性

講師略歴:



Simon L. Dolan

Values & Future of work

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

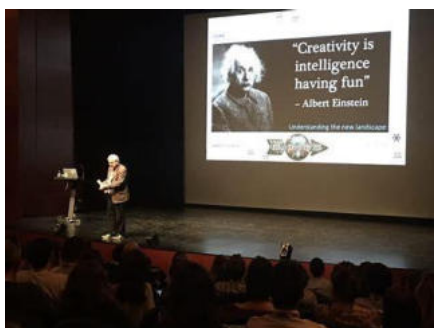
<https://www.youtube.com/watch?v=mdXCl0Dt5Mc>

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)

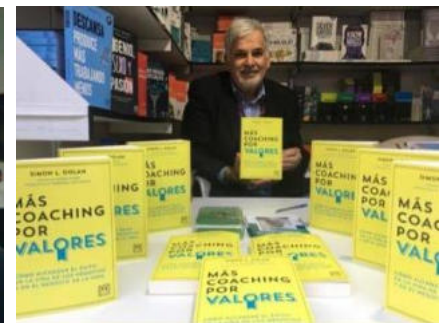
Barcelona (November 2019) XVII Jornada de Qualitat a l'Ensenyament, HOTEL exe campus. Bellaterra
Simon L. Dolan: December 2022

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

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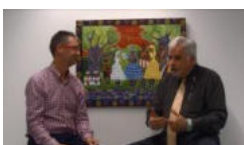
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Barcelona (September 2020) BIZ Barcelona. A talk about talent in the future.

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.



<https://www.linkedin.com/pulse/entrevista-simon-dolan-creador-de-coaching-por-david-quesada-reinares>



Simón L. Dolan

Values & Future of work

Conversaciones en Sobre

Tendencias en RRHH, interés en investigación, brecha entre la academia y la praxis empresarial en RRHH

Por

Simon L. Dolan

20 de Febrero 2024

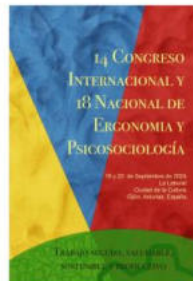
advantere
School of Management

Conversation with Faculty in Comillas on:

- the tendencies in HR
- Research Challenges and
- Bridging the academic-practitioner gap



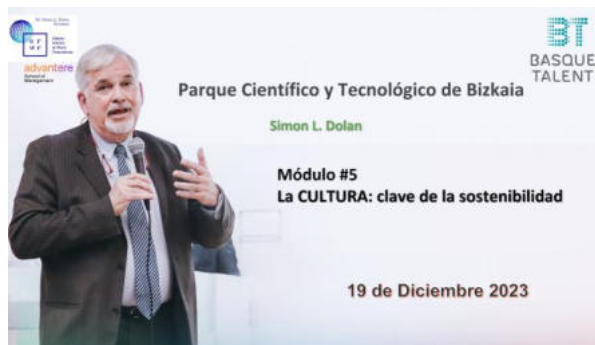
XIV Congreso Internacional y XVIII Nacional de Ergonomía y Psicología Laboral - Gijón, 19 y 20 Septiembre 2024



ETICA Y VALORES PARA EL TRABAJO QUE VIENE



Simon L. Dolan
(Alias: Dr. Simon)



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
- **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 April 2023



Simon L. Dolan

Values & Future of work



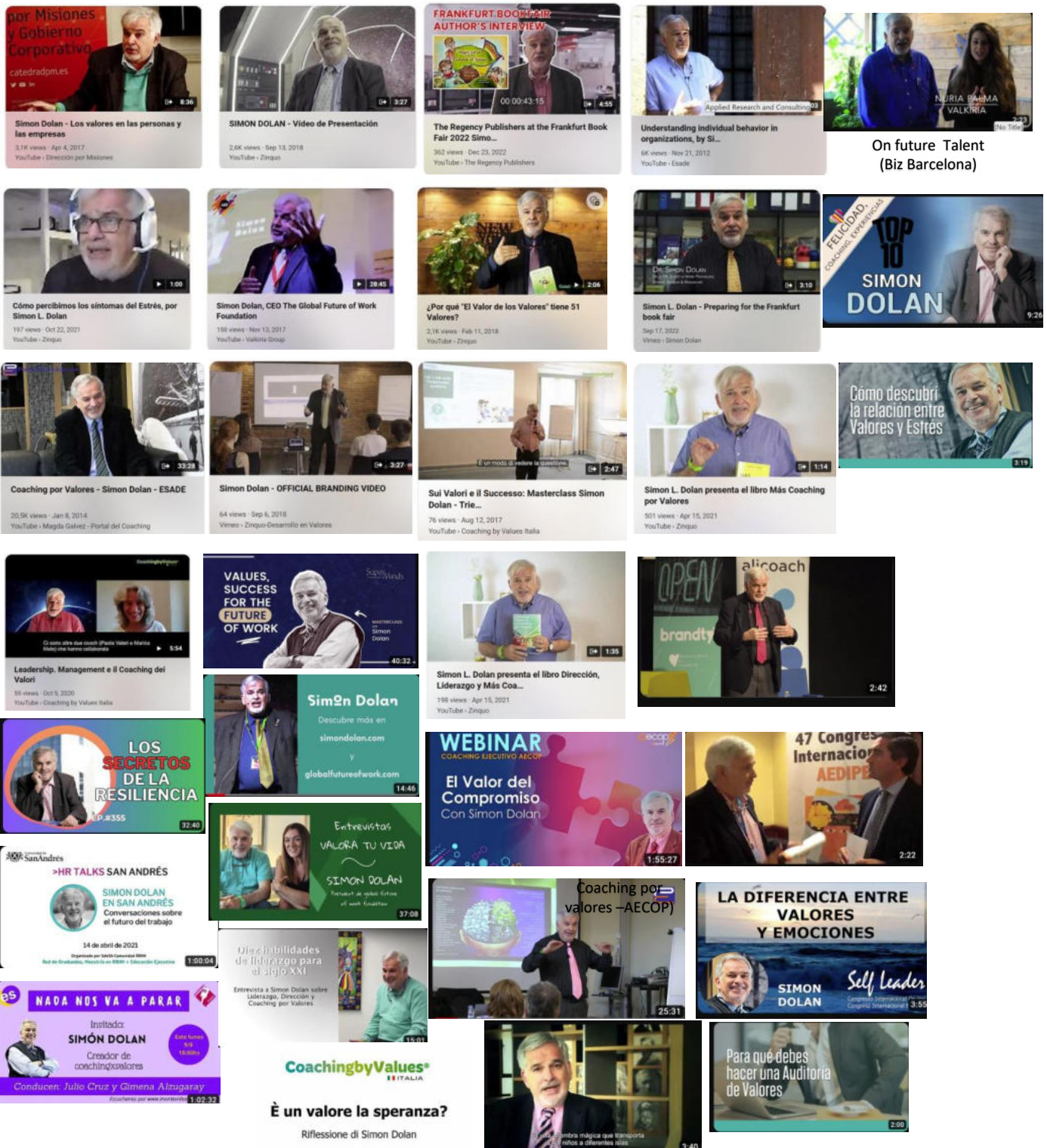
A sample from a series of short video clips on the impact of Values (mostly in Spanish)



Simón L. Dolan

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Random sample of recent videos and presentations (available in Youtube)



Applied Research and Consulting

Simon L. Dolan and Gestion M.D.S. are dedicated to help people and organizations 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 and www.learningaboutvalues.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 MBAS' s degrees). The main office for M.D.S. is in Montreal, Canada: Office satellite via star alliance partners in Morocco (Rabat) , Europe (Barcelona) and in the Middle East (Ness-Ziona - Israel). Ongoing joint ventures include the following 10 pillars:

1. **Groupe Canadien MDS** – MDS Joint Venture with MDS Project (homepage in French): www.groupepmds.com
2. **The Israeli Values Center** (Home page in Hebrew): www.values-center.co.il
3. **ZINQUO** (joint operation with Laura Moncho and colleagues) - Coaching and training certificates, Leadership by values and stress experts certifications, distribution and sales of card tools, Books and other products in the Spanish (Spain and LATHAM) world. (www.zinquo.com) .
4. **MDS** digital APPs with Syntec Soluciones TI (<https://syntec.es/>) APP like, Coachingbyvalues, Leadershipbyvalues, The Trust Kit, MyDova, Stress2Resilience, and others.
5. **Ad Hoc Joint Ventures with: Delivering Delight** – Avi Liran (Asia) – www.deliveringdelight.com; **Phill Harel** (Australia); **Paola Valeri** – **Coaching by Values Italy** (www.coachingbyvalues.it); and **Javier Casademunt** (Sao Paulo –Brazil) developing training and certification on mental health and resilience for executives in Brazil (javier@globalfutureofwork.com)
6. **MDS joint Venture with the Global Future of Work Foundation (GFWF)** -developing online software, tools, and gamification. Example: An Audit of Ethical Conduct online (www.myDOVA.com)
7. **MDS joint Venture with MyEducator** to develop digital online courses on managing HR, OB and the Future of Work textbooks for the future generation of managers (see: www.myeducator.com)

1. **GROUPE CANADIEN MDS** is a certified training entity by the Government of Quebec. It focuses on training executives in the French speaking world with emphasis on West and North Africa. About 80% of all training activities are financed by the World Bank. The activities are lead and managed by **Dr. Adnane Belout**, the CEO of this division (Email: mds@videotron.ca)



2. **THE ISRAEL VALUES CENTER (IVS)** is a training and consulting company that certify professionals in coaching, leading and managing by values, stress and resilience. IVS also sells and distribute products in Israel, some Arab countries and in Russia. It is managed by Mr **Avishai Landau**, but has on its staff some of the leading senior coaches and psychologists in Israel like Dr. **Anat Garti**. Email: mbv.org@gmail.com



3. **GESTION M.D.S. AND ZINQUO** deliver training in coaching, leadership, stress management and related themes in the form of seminars, workshops and special certifications (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.zinquo.com We are building a coaching by Values and leadership by values Communities world wide. Our moto is: *Changing the world by Values*



CoachingxValores®



LeadershipbyValues®



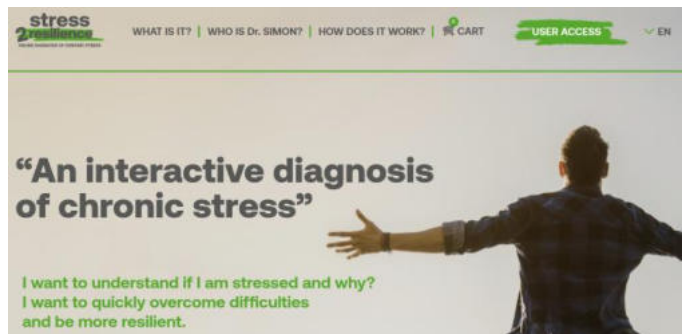
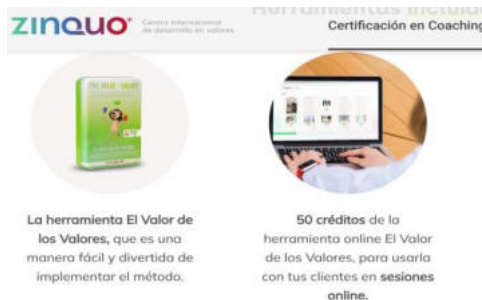
4. **MDS GAMIFICATION (GAMES PRODUCTS)** are based on gamification principles; they are distributed and sold by all allied partners. MDS also offer these product on a B2C platform. See: www.learning-about-values.com, or www.learningaboutvalues.com or www.simondolan.com

5. MDS venture with Syntec Soluciones TI has produced several APPs. All information is available at www.learningaboutvalues.com or at the dedicated web site of each APP:



DOVA

Dova is the latest kid on the star alliance tools and partners. It is a joint partner between Gestion MDS and Dova International. DOVA has been designed to show c gaps between the desired Ethical Values and Conduct of a firm , and its actual ethical conduct practiced in day to day activities. Research shows that value incongruence can lead to low productivity, low morale, turnover of talented employees and other negative personal and organizational consequences.



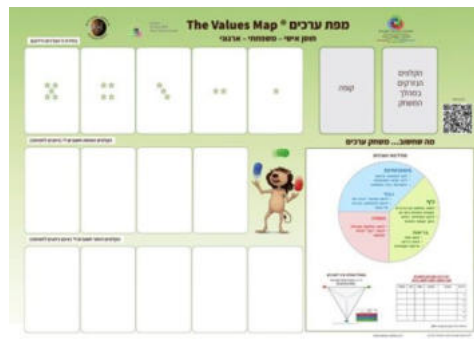
www.stress2resilience.com

6. **MDS** is also the principal sponsor and co founder of the Global Future of Work Foundation. (est. December 2018). 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

7 MyEducator platform is becoming more and more sophisticated, hence videos, adaptive problem sets, and other technologies has been embedded. It is a pioneer in embedding interactive learning and principles of digital gamification catered to University students. For the full catalogue or for my own textbooks see: <https://www.myeducator.com/reader/web/1140a-/>



The flagship product of M.D.S. Inc, is the “Values of Values” that currently is available in 20 languages.



The Recently released card game , **The Stress Map** is currently available in 4 languages (English, Spanish, Arabic and Hebrew)



The forthcoming card game, **The Trust Kit**, will be available in 3 languages (English, Spanish and Hebrew) as of the beginning of 2025



Simon L. Dolan

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Sample of MDS Consulting clients in different continents



Brazil

and

Portugal



Canada



Gendarmérie royale du Canada



Hôpital général juif





Classical areas of consulting

- ✓ Stress Management Diagnosis & Intervention Programs
- ✓ Organizational Design and culture reengineering
- ✓ Climate & Satisfaction Surveys
- ✓ Psychological Assessment & Managerial Assessment
- ✓ Health enhancement and resilience programs
- ✓ OD and Quality of Working Life Projects
- ✓ Crisis Management
- ✓ Executive, Professional and Supervisory coaching, mentoring & Training
- ✓ Development of Tailormade Assessment Center
- ✓ Expert witness on stress and burnout
- ✓ Performance Enhancement Programs
- ✓ Human Resource and management of people innovations
- ✓ Managing and implementing AI and Digital innovations in managing people
- ✓ Senior executive and leadership coaching and mentoring

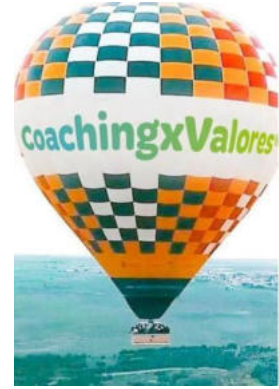
Consulting Projects Completed

(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 (Novatel; 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 Thousands of certified coaches and trainers around the globe.
(Images were randomly selected from the social networks)



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WWW.TUOACHENCASA.COM

COACHING COACH

VALORES

DESCUBRE LAS HERRAMIENTAS BASADAS EN VALORES PARA TENER ÉXITO EN TU PROFESIÓN

Jueves 20 de enero 2022 11h Mex | 12h Col-Peru | 14h Arg | 18h Madrid

ENTRA EN: WWW.TUOACHENCASA.COM #TUOACHENCASA zoom



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TALLER GRATUITO ONLINE



zinquo

CÓMO CALCULAR TU DENSIDAD DE ESTRÉS

RESERVA TU PLAZA GRATIS

23 de febrero a las 19:00h de Madrid, España



- TALLER BARCELONA -

CoachingxValores
Experience

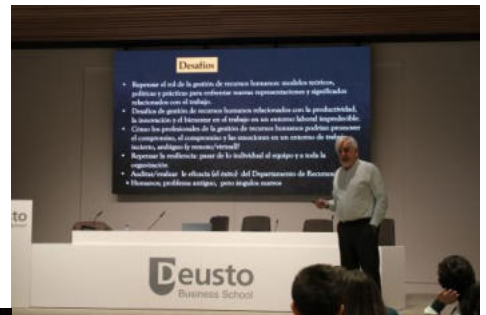
Experimenta en primera persona con el Juego El valor de los valores y la metodología Coaching por Valores.



3 de marzo de 19 a 20:30h

zinquo

Recent Photos with some celebrities/celebrations (sharing the podium)



Last revision: July 2025