

DR. MARGARITA MAYO

Doctor in Psychology & Management Science

Professor of Leadership & Organizational Behavior

IE Business School
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28006 - MADRID, Spain



EDUCATION

- 1992-1998 Ph.D. Management Science. Organizational Behavior/Psychology
State University of New York at Buffalo.
INFORMS, Finalist for the Best Dissertation Award
- 1991-1992 Fulbright Scholar. Psychology Applied to Business
Harvard University.
- 1989-1991 M.A. Master. Social Psychology.
Clark University
- 1985-1988 B.A. Psychology
University Autonoma of Madrid.
High Honors, Valedictorian

EXPERIENCE

- Since 2000 IE Business School
Professor of Human Resources & Organizational Behavior
- Jan 2016- ESMT (European School of Management and Technology)
Visiting Professor, Organizational Behavior
- 2009 Lancaster University
Honorary Research Fellow, School of Management
- S. 2010 Concordia University
Visiting Professor, School of Management
- 1997-2000 Richard Ivey School of Business. The University of Western Ontario
Assistant Professor of Business Administration

ADMINISTRATIVE RESPONSABILITIES

- 2012-2014 EURAM, European Academy of Management
Vice President, Institutional Relations
Co-Founder and Chair of the Organizational Behavior Division
- 2010-2013 IE Business School
Director Of Executive Program of Global Leadership for Women
- 2007-2013 Ministry of Health and Social Services of Spain
Academic Director, The National Flexible Company Award
- 2006-2008 IE Business School
Director of PERI Chair of Leadership
- 2003-2009 IE Business School
Academic Director of the Center for Diversity Management
- 2003-2004 IE Business School
Founder of Doctoral Program

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PROFILE

Margarita Mayo is one of IE Business School's most influential thought leaders. Professor Margarita Mayo has made a name as an award-winning author and researcher. Her book, *Yours Truly: Staying Authentic in Leadership and Life* (Bloomsbury), won the Exceptional Book by a Woman award at the 2019 Business Book Awards in London.

Even before that, though, she was the recipient of the Fulbright Scholarship at Harvard University for her research on Leadership, Power and Influence, and the Center of Creative Leadership in the United States recognized her as a promising researcher. Most recently she was named to the prestigious Thinkers 50 Radar, a global ranking of management thinkers. The awards reflect an energetic pace of publication in important journals like Harvard Business Review.

BOOK

2018 Mayo, M. 2018. *Yours Truly: Staying Authentic in Leadership and Life*. Bloomsbury, London.

PUBLICATIONS

HARVARD BUSINESS REVIEW

Harvard Business Review. April 7, 2017.

If humble people make the best leaders, why do we fall for charismatic narcissists?

Harvard Business Review- Video. Oct. 7, 2016.

<https://hbr.org/video/5159470991001/even-after-criticism-men-think-highly-of-themselves>

Harvard Business Review. Aug. 31, 2016.

The gender gap in feedback and self-perception.

Harvard Business Review. July 8, 2016.

To seem confident, women have to be seen as warm

Harvard Business Review. April 13, 2016.

Don't call it the end of the siesta. What Spain's new work hours really mean.

4-RATING - ABS RANKING

Kakarika, M., Binari, M., Guillen, L. Mayo, M. (2022).

Where does the heart lie? A multistage process model of entrepreneurial passion and role identity management. *Journal of Organizational Behavior*: 1-17. DOI: 10.1002/job.2605.

Smulowitz, S., Becerra, M., Mayo, M. (2019). Racial diversity and its asymmetry within and across hierarchical levels: The effects on financial performance. *Human Relations*, Vol. 72 (10): 1671-1696. Finalist to the best paper of the year.

Guillen, L., Mayo, M., Karelia, N. (2018). Appearing self-confident and getting credit for it: Why it may be easier for men than women to gain influence at work. *Human Resource Management*, Vol. 57 (4): 839- 854

Mayo, M., Kakarika, M., Mainemelis, B., & Deuschel, N. A (2017). Metatheoretical Framework of Diversity in Teams. *Human Relations*. Vol. 70 (8): 911-939.

Mayo, M., van Knippenberg, D., Guillen, L., & Firfiray, S. (2016). Team Diversity and Categorization Salience: Capturing Diversity-Blind, Intergroup Biased, and Multicultural Perceptions. *Organizational Research Methods*. Vol. 19 (3), 433-474.

Firfiray, S., & Mayo, M. (2016). The Lure of Work-Life Benefit: Perceived Person-Organization Fit as a Mechanism Explaining Job Seeker Attraction to Organizations. *Human Resource Management*. Vol. 56 (4): 629-649.

Guillen, L., Mayo, M., & Korotov, K. (2015). Is leadership a part of me? A leader identity approach to understanding the motivation to lead. *The Leadership Quarterly*, Vol. 26: 802-820.

Mayo, M., Kakarika, M., Pastor, J.C., & Brutus, S. (2012). Aligning or Inflating Your Leadership Self-Image? A Longitudinal Study of Responses to Peer Feedback in MBA Teams. *Academy of Management Learning & Education*, Vol.11(4): 631 - 652.

Cited in Financial Times <http://www.ft.com/intl/cms/s/2/05e10bdc-6655-11e2-919b-00144feab49a.html#axzz2JfUz4v00>

Cited in Business News Daily <http://www.businessnewsdaily.com/3846-women-care-coworkers-opinions.html>
Press Release of the Academy of Management <http://aom.org/News/Press-Releases/Women-are-a-lot-more-sensitive-than-men-to-the-ratings-they-receive-from-co-workers,-study-suggests.aspx>

Sanz-Vergel, A., Demerouti, E., Moreno, B. and Mayo, M. (2010). Work-family balance and energy: A day-level study on recovery conditions. *Journal of Vocational Behavior*, Vol.76 (1): 118 - 130.

Mayo, M., Pastor, J., Gomez Mejia, L., and Cruz, C. (2009). Why some firms adopt telecommuting while others do not: A contingency perspective. *Human Resource Management*, Vol.48 (6): 917 - 939.

Moreno, B., Mayo, M., Sanz-Vergel, A. I., et al. (2009). Effects of work-family conflict on employees well-being: The moderating role of recovery experiences. *Journal of Occupational Health Psychology*, Vol.14 (4): 427 - 440.