

IGNACIO ANDRÉS PAVEZ BARRIO

Martín Alonso Pinzón 5000, Dpto. 71

Las Condes, Santiago, Chile

Cellphone: +56 9 9884 0259

e-mail: ignaciopavez@udd.cl

EDUCATION

- 2011 – 2017 **Case Western Reserve University (Cleveland, USA).**
PhD in Organizational Behavior, Weatherhead School of Management. Advisor: David Cooperrider.
- 2003 – 2007 **Pontificia Universidad Católica de Chile (Santiago, Chile).**
Master of Engineering Sciences. Summa cum Laude. Applied research on organization development and project management in the construction industry.
- 1998 – 2004 **Pontificia Universidad Católica de Chile (Santiago, Chile).**
Civil Engineer, Professional Degree in Civil Engineering with concentration in Construction Engineering and Management. Summa cum Laude, graduated in the top 15%.

OTHER EDUCATION EXPERIENCE

- 2012 – 2013 **Case Western Reserve University (Cleveland, USA).**
Appreciative Inquiry Certificate in Positive Business and Society Change.
- 2011 – 2012 **Case Western Reserve University (Cleveland, USA).**
Weatherhead Coaching Certificate. Board Certified Coach (BCC) accredited program.
- 2012 **Hay Group (Cleveland, USA).**
Emotional and Social Competency Inventory (ESCI) Accreditation.
- 2008 – 2009 **Center of Cognitive-Corporal Integration (Santiago, Chile).**
Certified in the Method of Cognitive-Corporal Integration (based on the biology of cognition).
- 2009 & 2020 **Barrett Values Centre (North Carolina, USA).**
Cultural Transformations Tools (CTT) Certified Consultant.
- 2007 **The Newfield Network (Santiago, Chile).**
Certified as Ontological Coach. International Coach Federation (ICF) accredited program.

ACADEMIC APOINTEMENTS

2018 – present **Universidad del Desarrollo – School of Business and Economics (Chile).**
Assistant Professor of Management.

RESEARCH INTERESTS

Organization development and change.
Appreciative inquiry.
Corporate sustainability.
Positive organizational behavior.
Team dynamics.

HONORS AND AWARDS

2021 **Academy of Management (USA).**
Showcase Symposium Award. Division of Organization Development and Change.
Together with co-organizers Janina Klein, Katerina Gonzalez, and Boram Do.

2019 **Academy of Management (USA).**
Best Division Paper Award, Division of Organization Development and Change.

2017 **Academy of Management (USA).**
Best Paper Award Based on a Dissertation Award, Division of Organization Development
and Change.

2011 **Chilean Government (Chile).**
Bicentennial Becas-Chile Scholarship. The Ministry of Education and the Nacional
Commission for Scientific and Technological Research (CONICYT).

2007 **Pontificia Universidad Católica de Chile (Chile).**
Summa cum Laude in the Master of Science Degree and in the Civil Engineering
Graduation Studies. School of Engineering, Department of Construction Engineering and
Management.

TEACHING EXPERIENCE

2018 – present **Universidad del Desarrollo – School of Business and Economics (Chile).**
Master of Business Administration: “Organization Development,” “Entrepreneurial Teams,”
and “Leadership Assessment and Development.”
PbD in Business Economics: “Research Methods in Management.”
Bachelor of Business Administration: “Organization Development.”

- 2008 – 2017 **Pontificia Universidad Católica de Chile – School of Engineering (Chile).**
Master of Innovation: “Change Management in Organizations.”
Master of Construction Management: “Competitive Strategy,” and “Leadership and Team Development.”
Certificate in Corporate Sustainability: “Integrating Sustainability into Business Strategy.”
- 2015 - 2016 **Universidad Adolfo Ibáñez – Business School (Chile).**
Master of Strategic Management; Concentration in Corporate Sustainability: “Organization, Innovation and Transformation,” and “Business Sustainability Diagnosis.”
- 2011 - 2014 **Case Western Reserve University – Weatherhead School of Management (USA).**
Master of Business Administration: “Sustainability and Social Entrepreneurship,” “MBA Institute of Sustainable Value and Social Entrepreneurship” (Teaching Assistant for Prof. Chris Laszlo), and “Developing Interpersonal Skills for Managers” (T-Group Facilitator with Prof. Ron Fry).
Master in Positive Organization Development: “Appreciative Inquiry & Foundations in Positive Organization Development” (Teaching Assistant for Prof. David Cooperrider).
Bachelor of Business Administration: “Managing organizations and people I” (Teaching Assistant for Prof. Corinne Coen), and “Managing organizations and people II” (Teaching Assistant for Prof. Héctor Martínez).
- 2009 **Universidad de Talca – School of Engineering (Chile).**
Bachelor of Industrial Engineering: “Change Management in Organizations,” and “Workshop of Executive Skills: Coaching as a Managerial Skill.”
Bachelor of Construction Engineering: “Project Planning and Control,” and “Cost Analysis in Construction Projects.”

EDITORIAL SERVICE AND REVIEWING

- Editorial Board Member**
- 2020 – present The Journal of Applied Behavioral Science.
2020 – present AI Practitioner, The International Journal of Appreciative Inquiry.

Ad Hoc Reviewer for Journal Publications

Journal of Organizational Change Management.
The International Journal of Project Management.
Business Ethics, the Environment & Responsibility (previously Business Ethics: A European Review).
Review of Managerial Science.

Ad Hoc Reviewer for Academic Conferences

Academy of Management Annual Meeting (Division of Organization Development and Change and Division of Organizational Behavior).

DISSERTATION COMMITTEES

- 2018 – 2022 **Universidad del Desarrollo – School of Business and Economics (Chile).**
Dissertation Committee Member. “Exploring the Development of Social Identity in Firm Founders.” Advised: Aracely Soto (*Defended December 2020*).
Dissertation Advisor. “Embedded Action in Disembedded Contexts: Understanding Indigenous Entrepreneurship.” Advised: Sebastián Barros (*in progress*).
- 2020 – 2022 **Universidad del Desarrollo – School of Psychology (Chile).**
Dissertation Committee Member. “Efecto de la experiencia emocional incidental y de las dificultades de regulación emocional en la toma de decisiones de riesgo en adultos.”
Advised: Daniela Sannino (*in progress*).

PROFESIONAL EXPERIENCE

- 2021 – present **Academy of Management – Division of Organization Development and Change (USA).**
Board Member, serving in the role of Communications Chair.
- 2021 – present **Fundación Conserva Tu Bosque (Chile).**
Founder and President of the Board.
- 2018 – present **David L. Cooperrider Center for Appreciative Inquiry – Champlain College, Stiller School of Business (USA).**
Research Fellow and Consultant.
- 2017 – present **Fowler Center for Business as an Agent of World Benefit – Case Western Reserve University, Weatherhad School of management (USA).**
Research Fellow.
- 2017 – present **Fundación Nueva Educación (New Education) (Chile).**
Founder and Board Member.
- 2010 – present **Relaciona Consultores – OD Consulting Boutique (Chile).**
Founder.
- 2013 - 2017 **Instituto Diálogos e Indagación Appreciativa (Global Network).**
Co-creator, Consultant and Trainer.
- 2013 - 2017 **The Refinery Leadership Partners (Chile).**
Associate Consultant.
- 2009 - 2011 **Center for Excellence in Production Management at Pontificia Universidad Católica de Chile (Chile).**
Associate Consultant and Trainer.

2004 – 2009 **Center for Excellence in Production Management at Pontificia Universidad Católica de Chile (Chile).**
Research Assistant (2004 a 2006), Project Consultant and Researcher (2007), and Consulting Manager of Organization Development.

GRANTS

2020 **Center for Open Science (USA).**
SCORE Project “Deep Acting in Teams: Replication of a Research Claim from Becker & Cropanzano (2015) in Journal of Organizational Behavior.” Total Fund: USD 10,000. Role: Co-Investigator

2019 **Universidad del Desarrollo (Chile).**
“Team Variables that Predict Performance in Construction Projects.” Total Fund: USD 15,000. Role: Principal Investigator.

2008 - 2009 **Chilean Government (Chile).**
FONDEF Project D06I1013 “Using Pictures and Digital Videos to Improve Productivity, Quality and Safety in Construction”. Total fund: USD 350,000 (30 months). Role: Research Leader in the Area of Productivity and Quality.

SELECTED PUBLICATIONS

PEER REVIEW JOURNALS

2022 Pavez, I, & Laszlo, C. (2022). Positive-Impact Companies: Designing Business Organizations as Positive Institutions. *AI Practitioner*. Vol. 24, No. 1, 16–35. DOI: [10.12781/978-1-907549-50-2-2](https://doi.org/10.12781/978-1-907549-50-2-2)

2021 (in press) Pavez, I, & Neves, E. (2021). Developing Teams in a Virtual Environment: A Generative Approach. *Journal of Applied Behavioral Science*. DOI: [10.1177/00218863211053881](https://doi.org/10.1177/00218863211053881)

2021 Pavez, I., Kendall, L. D., & Laszlo, C. (2021). Positive-Impact Companies: Toward a New Paradigm of Value Creation. *Organizational Dynamics*, Vol. 50, No. 4, 1–11. DOI: [10.1016/j.orgdyn.2020.100806](https://doi.org/10.1016/j.orgdyn.2020.100806).

2021 Pavez, I., Godwin, L., & Spreitzer, G. (2021). Generative Scholarship Through Prospective Theorizing: Appreciating the Roots and Legacy of Organization Development and Change to Build a Bright Future. *Journal of Applied Behavioral Science*, Vol. 57, No. 4, 459-470. DOI: [10.1177/00218863211049836](https://doi.org/10.1177/00218863211049836).

- 2021 Pavez, I., Gómez, H., Laulié, L., & González, V. A. (2021). Project Team Resilience: The Effect of Group Potency and Interpersonal Trust. *International Journal of Project Management*, Vol. 39, No. 6, 697-708. DOI: [10.1016/j.ijproman.2021.06.004](https://doi.org/10.1016/j.ijproman.2021.06.004).
- 2021 Laulié, L., Pavez, I., Martínez Echeverría, J., Cea, P. & Briceño Jiménez, G. (2021) How Leader Contingent Reward Behavior Impacts Employee Work Engagement and Turnover Intention: The Moderating Role of Age. *Academia Revista Latinoamericana de Administración*. Vol. 34, No. 4, 510-529. DOI: [10.1108/ARLA-12-2019-0241](https://doi.org/10.1108/ARLA-12-2019-0241).
- 2021 Pavez, I., & Varona, F. (2021). Developing Appreciative Teams: A Latin American Perspective. *AI Practitioner – International Journal of Appreciative Inquiry*, Vol. 12, No. 3., 10-15. DOI: [10.12781/978-1-907549-48-9-1](https://doi.org/10.12781/978-1-907549-48-9-1).
- 2021 Sanchez-Henriquez, F., & Pavez, I. (2021). The Effect of Open Innovation on Eco-Innovation Performance: The Role of Market Knowledge Sources. *Sustainability*, Vol. 13, No. 7, 3890. DOI: [10.3390/su13073890](https://doi.org/10.3390/su13073890).
- 2020 Monllor, J., Pavez, I., & Pareti, M.S. (2020) “Understanding Informal Volunteer Behavior for Fast and Resilient Disaster Recovery: An Application of Entrepreneurial Effectuation Theory.” *Disaster Prevention and Management*, Vol. 29 No. 4, pp. 575-589. DOI: [10.1108/dpm-05-2019-0151](https://doi.org/10.1108/dpm-05-2019-0151).
- 2012 Pavez, I., & Alarcón L. F. (2012) “The Lean Construction Professional Profile (LCPP): Implementation in Chilean Contractor Organizations”. *Journal of Global Perspectives in Engineering Management*. Vol. 1, No. 3, 59-66.
- 2010 Pavez, I., González, V., & Alarcón L. F. (2010) “Improving the Effectiveness of New Construction Management Philosophies using the Integral Theory”. *Revista de la Construcción*, Vol. 9, No. 1, 26-38.

BOOK CHAPTERS

- 2021 Laszlo, C. & Pavez, I. (2021). The Role of Consciousness in Accelerating Business as an Agent of World Benefit. In Cooperrider, D. & Selian, A. (2021) *The Business of Building a Better World: The Leadership Revolution that is Changing Everything*. Berrett Koehler Publishers.
- 2021 Pavez, I., Neves, E, & González, C. (in press). Cambio Cultural en un Entorno Organizacional Virtual: El caso del Hub de Finanzas de GlaxoSmithKline (GSK). In Cea, P. (2021) *Trabajo y Organizaciones en Transformación*, Editorial RIL.
- 2020 Beveridge, A., Godwin, L. & Pavez, I (2020). “Inquiring into Change and Innovation for Greater Responsibility through an Appreciative Inquiry Lens.” In Laasch, O., Jamali, D., Freeman, E.R., Suddaby, R. (2020) *Research Handbook of Responsible Management*, Edward Elgar Publishing. DOI: [10.4337/9781788971966.00059](https://doi.org/10.4337/9781788971966.00059).

CASE STUDIES

- 2015 Laszlo, C., Gullet, K., Pavez, I., & Bello, M. (2015). "TriCiclos: The Challenge of Scaling Recycling in Latin America." Ivey Business School Publishing (nominated by Ivey for the 2016 EFMD case competition).

CONFERENCE PAPERS

- 2022 Pavez, I. (2022). Collective Flourishing as an Appreciative Process of Organizing: A Team Development Approach. *82nd Annual Meeting of the Academy of Management*, August 5-9, Seattle, USA.
- 2022 Barros, S. & Pavez, I. (2022). Embedded Action in Disembedded Markets: Restoring Balance Through Indigenous Entrepreneurship. *82nd Annual Meeting of the Academy of Management*, August 5-9, Seattle, USA.
- 2021 Klein, J., Gonzalez, K., Pavez, I., & Do, B. (2021) Organizing for social change and innovation: Challenges and opportunities of organizations. *81st Annual Meeting of the Academy of Management*, July 29 -August 4, Virtual Experience.
- 2021 Laszlo, C. & Pavez, I. (2021). The role of consciousness in the evolution of business as an agent of world benefit. *81st Annual Meeting of the Academy of Management*, July 29 -August 4, Virtual Experience.
- 2020 Pavez, I. & Bright, D. (2020). Reframing group development: Diagnosis and appreciation in the practice of team building. *80th Annual Meeting of the Academy of Management*, August 7-10, Virtual Experience.
- 2019 Pavez, I. (2019). Making sense of positive organization development. *79th Annual Meeting of the Academy of Management* (Best Paper Award, Division of Organization Development and Change), August 9-13, Boston, USA.
- 2019 Pavez, I. (2019). The appreciative organizing scale (AOS): A basis for understanding positive organization development and change. *2019 Positive Organizational Scholarship (POS) Research Conference*, June 5-6, Ann Arbor, Michigan, USA.
- 2018 Monllor, J., Pareti, M. S. & Pavez, I. (2018). Can entrepreneurial theories explain Disaster Volunteer Tourism? An introduction and development of the phenomenon. *2018 Global Research Symposium on Marketing and Entrepreneurship*, August 7-9, Boston, USA.
- 2017 Pavez, I. (2017). A Micro-level integration of diagnostic and appreciative approaches: A paradoxical approach. *77th Annual Meeting of the Academy of Management* (Best Paper Award Based on a Dissertation, Division of Organization Development and Change), August 4-8, Atlanta, USA.

- 2017 Pavez, I. (2017). An empirical understanding of appreciative organizing as a way to reframe group development. Invited Speaker at the *5th World Congress on Positive Psychology*, July 13-16, Montreal, Canada.
- 2016 Pavez, I., Kendall, L., & Laszlo C. (2016). The Arc of Interconnectedness. *76th Annual Meeting of the Academy of Management*, August 5-9, Anaheim, USA.
- 2015 Pavez, I. (2015). Appreciative organizing: Understanding the underlying dynamics of positive institutions. *75th Annual Meeting of the Academy of Management*, August 7-11, Vancouver, Canada.
- 2015 Pavez, I (2015). The P-ICIA: A strength-based model of team development. *2015 Positive Organizational Scholarship (POS) Research Conference*, Jun 23-24, Orlando, USA.
- 2015 Pavez, I. & Kendall, L. (2015). The arc of interconnectedness: A theoretical elaboration of the evolution of business towards flourishing. *7th Annual Alliance for Research on Corporate Sustainability (ARCS) Research Conference*, May 13-15, Chicago, USA.
- 2014 Thompson, P., Kochford, K., Pavez, I., & Van Esch, C. (2014). Towards a practice theory of sustainability: carrying out the practice of flourishing. *57th Annual Meeting of the Midwest Academy of Management*, October 2-4, Minneapolis, Minnesota, USA.
- 2013 Pavez, I., and Beveridge, A. (2013). Corporate social responsibility, corporate citizenship and corporate sustainability: A critical review. *73rd Annual Meeting of the Academy of Management*, August 9-13, Orlando, USA.

UNDER REVIEW

Obschonka, M., Pavez, I., Kautonen, T., Kibler, E., Salmela-Aro, K., & Wincent, J. <Title Withheld>. Review and Resubmit (2nd Round) at *Journal of Business Venturing*.

Pavez, I., Gómez, H., Liu, C., & González, V. Topic: <Title Withheld>. Conditional Acceptance at *International Journal of Project Management*.

WORKING PAPERS

Pavez, I., Feyerherm, A., Valenzuela, F. & Zandee, D. Topic: Editorial for the Special Issue: Inter-organizational collaboration to build a more just, resilient, and thriving society. In preparation to submit to *Journal of Applied Behavioral Science*.

Pavez, I., Beveridge, A., & Sevil, A. Topic: Literature review on corporate social responsibility, corporate sustainability y corporate citizenship. In preparation to submit to *International Journal of Management Reviews*.

Pavez, I., & Laszlo, C. Topic: Leading positive-impact projects as a new project management competency. In preparation to submit to *Frontiers in Psychology*.

Lui, C., González, V. & Pavez, I. Topic: A socio-technical system perspective of lean management. In preparation to submit to *International Journal of Production Research*.

Laulié, L., Pavez, I, Tekleab, A. & Rousseau, D. Topic: Multilevel understanding of how psychological contact fulfillment influence behavioral support for change. In preparation to submit to *Journal of Organizational Behavior*.

Pavez, I., & Monllor, J. Topic: Sensemaking and positive organizational change. In preparation to submit to *Human Relations*.

Pavez, I., Godwin, L, Bright, D., & Cooperrider, C. Topic: Generative team development. In preparation to submit to *Business Horizons*.

Pavez, I, Laulié, L., & Spreitzer, G. Topic: Development and validation of the appreciative organizing scale. In preparation to submit to *Journal of Management*.

Barros, S. & Pavez, I. Topic: Sustainability, good living, and indigenous entrepreneurship. In preparation to submit to *Entrepreneurship and Regional Development: An International Journal*.

Aristizabal, A. & Pavez, I. Topic: Quantum science and indigenous wisdom as novel perspective to re-shape sustainability-driven organizational leadership. In preparation to submit to *Journal of Management, Spirituality & Religion*.

MEMBERSHIPS

- | | |
|----------------|---|
| 2016 – present | European Group for Organizational Studies (EGOS). |
| 2015 – present | Academy of Management (AOM). |
| 2015 – present | International Positive Psychology Association (IPPA). |
| 2015 – present | Alliance for Research on Corporate Sustainability (ARCS). |

REFERENCES FROM PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE

- Luis F. Alarcón Full Professor, Department of Construction Engineering and Management. Facultad de Ingeniería. Pontificia Universidad Católica de Chile.
Tel: +56 2 2354 4244
E-mail: lalarcon@ing.puc.cl
- Francisco Bozinovic Full Professor, Department of Ecology and Center of Applied Ecology & Sustainability. Facultad de Ciencias Biológicas. Pontificia Universidad Católica de Chile
Tel: + 56 2 2354 2618
E-mail: fbozinovic@bio.puc.cl
- Julio Pertuzé Assistant Professor, Department of Industrial and Systems Engineering. Facultad de Ingeniería. Pontificia Universidad Católica de Chile.
Tel: +56 2 2354 1493
E-mail: jpertuze@ing.puc.cl