

## **RODERICK I. SWAAB**

Organisational Behaviour • INSEAD  
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### **ACADEMIC EMPLOYMENT**

#### **INSEAD, France and Singapore**

- Associate Professor (tenured): 2015 - now
- Assistant Professor: 2008-2015

#### **Kellogg School of Management, Northwestern University, USA**

- Postdoctoral Fellow and Visiting Assistant Professor, Management and Organizations Department, Managerial Economic Decision Sciences Department: 2005-2008

### **OTHER ACADEMIC POSITIONS**

#### **Journals**

- Organizational Behavior and Human Decision Processes, Associate Editor (2017-now)
- Academy of Management Review, Editorial Board Member (2017-now)
- Organizational Behavior and Human Decision Processes, Editorial Board Member (former)
- Negotiation and Conflict Management Research, Editorial Board Member (former)

#### **Visiting Positions**

- Visiting Professor, Kellogg School of Management, Northwestern University (2009, 2010)
- Visiting Professor, Sasin School of Management, Chulalongkorn University (2009)
- Scholar, Social and Organisational Psychology, Australian National University (2004)
- Scholar, Social and Organisational Psychology, Exeter University (2002-2004)

### **EDUCATION**

**Ph.D. University of Amsterdam, the Netherlands.** Organizational Communication, 2001-2005  
Dissertation: *Communication and negotiation in groups and teams: Causes and consequences of shared cognition and group solidarity*  
(committee: Tom Postmes (chair), Carsten de Dreu, Andrea Hollingshead, Russell Spears, Naomi Ellemers, Peter Neijens, Patti Valkenburg)

**M.A. University of Amsterdam, the Netherlands.** Organizational Communication, 1996-1999  
Thesis: *Multiparty negotiation support: The role of visualization's influence on the development of shared mental models*

### **RESEARCH INTERESTS**

- Negotiations and Conflict Resolution
- Groups and Teams
- Social Hierarchies

## **HONORS & AWARDS**

### **Research**

- Outstanding Reviewer Award. Academy of Management Review, 2018.
- Best Published Article Award. “Schaerer, M., Swaab, R.I., & Galinsky, A.D. (2015). Anchors weigh more than power: Why absolute powerlessness liberates negotiators to achieve better outcomes.” The International Association for Conflict Management, 2017.
- Best Paper Award. “Understanding the Costs of Co-Leadership in High-Fashion Collections, Mountaineering Expeditions, Qualitative Analysis, and the Lab” Anicich, E. M., Godart, F., Swaab, R., & Galinsky, A. D. Conflict Management Division, Academy of Management 2017.
- Best Paper Proceedings (awarded to ~10% of papers), Academy of Management, 2017
- Best Student Paper Award. “The deceptive power of multiple alternatives” Schaerer, M. Loschelder, D., & Swaab, R.I. Conflict Management Division, Academy of Management 2015.
- 2x Best Paper Proceedings (awarded to ~10% of papers), Academy of Management 2015
- Most Innovative Paper Award with Student as First Author. Anicich, E., Swaab, R.I., & Galinsky, A.D. “When hierarchy conquers and kills: Hierarchical cultural values predict success and fatality in high-stakes teams”, OB Division, Academy of Management 2014.
- Best Paper Proceedings (awarded to ~10% of papers), Academy of Management, 2014.
- Best Paper Proceedings (awarded to ~10% of papers), Academy of Management, 2013.
- Best Applied Paper Award. Swaab, R.I. & Brett, J. “Face first: Pre-mediation caucuses and face in employment disputes.” The International Association for Conflict Management 2009.
- Honorable Mention. Swaab, R.I. & Brett, J. “Caucus with care: The impact of pre-mediation caucuses on conflict resolution.” The International Association for Conflict Management 2007.
- Best Dissertation Award. “Communication and negotiation in groups and teams: Causes and consequences of shared cognition and group solidarity.” The Netherlands School of Communication Research 2007.
- Best Empirical Paper Award. Swaab, R.I., Medvec, V. & Diermeier, D. “Communication media and negotiations.” The International Association for Conflict Management 2006.

### **Teaching**

- Best Professor Award, voted by GEMBA Class of 2018 / TIEMBA Class of 2019.
- Dean’s Commendation for Excellence in MBA teaching, 2018-2019.
- Best Professor Award, voted by GEMBA Class of 2017 / TIEMBA Class of 2018.
- Dean’s Commendation for Excellence in MBA teaching, 2017-2018.
- Most Influential Business Professors aged 40 and under. Singapore Business Review, 2016.
- Dean’s Commendation for Excellence in MBA teaching, 2016-2017.
- Best Case Award in Human Resource Management / Organisational Behaviour. Maddux, W., Swaab, R.I., Tanure, B., & Williams, E. “Ricardo Semler: A revolutionary model of leadership.” The Case Centre Award and Competitions, 2016.
- Dean’s Commendation for Excellence in MBA teaching, 2015-2016.
- Nominated for the Outstanding Professor of the Year Award by the Kellogg MBA graduating class, 2007. Kellogg School of Management, Northwestern University.

**PUBLICATIONS: ARTICLES (\*denotes doctoral student or postdoc)**

1. \*Schaerer, M., Schweinsberg, M. & Swaab, R.I. (2018). Imaginary alternatives: The effects of mental simulation on powerless negotiators. *Journal of Personality and Social Psychology*.
2. \*Schaerer, M., Kern, M., Berger, G., Medvec, V. & Swaab, R.I. (2018). Illusion of transparency in performance appraisals: Why and when egocentric biases explain feedback inflation in organizational settings. *Organizational Behavior and Human Decision Processes*, 144, 171-186.
3. \*Schaerer, M., Loschelder, D., & Swaab, R.I. (2016). Bargaining Zone Distortion in Negotiations: The Elusive Power of Multiple Alternatives. *Organizational Behavior and Human Decision Processes*, 137, 156-171.
4. \*Loschelder, D., Troetschel, R., Swaab, R.I., Friesen, M., & Galinsky, A.D. (2016). The information-anchoring model of first-offers: When and why moving first helps versus hurts negotiators. *Journal of Applied Psychology*, 101, 995-1012.
5. Swaab, R.I., Phillips, K.W.P., & \*Schaerer, M. (2016). The influence of minorities in virtual teams: When secret conversation opportunities motivate majorities to process dissent and make higher quality group decisions. *Organizational Behavior and Human Decision Processes*, 133, 17-32.
6. Romero, D. & Swaab, R.I., Uzzi, B., & Galinsky, A.D. (2015). Mimicry is presidential: Linguistic style matching in debates and negotiations improves favorability ratings. **(equal authorship between first two authors)**. *Personality and Social Psychology Bulletin*, 41, 1311-1319.
7. \*San Martin, A., Swaab, R.I., Sinaceur, M., & \*Vasiljevic, D. (2015). The double-edged impact of future expectations in groups: Minority influence depends on minorities' and majorities' expectations to interact again. *Organizational Behavior and Human Decision Processes*, 128, 49-60.
8. Swaab, R.I. & Galinsky, A.D. (2015). Egalitarianism makes organizations stronger: Cross-national variation in institutional and psychological equality predicts talent levels and the performance of national teams. *Organizational Behavior and Human Decision Processes*, 129, 80-92.
9. \*Anicich, E., Swaab, R.I., & Galinsky, A.D. (2015). Hierarchical cultural values predict success and fatality in high-stakes teams. *Proceedings of the National Academy of Sciences*, 112, 1338-1343.
10. \*Schaerer, M., Swaab, R.I., & Galinsky, A.D. (2015). Anchors weigh more than power: Why absolute powerlessness liberates negotiators to achieve better outcomes. *Psychological Science*, 26, 170-181.
11. Swaab, R.I., \*Schaerer, M., \*Anicich, E., Ronay, R., & Galinsky, A.D. (2014). The too-much-talent effect: Team interdependence determines when more talent is too much or not enough. *Psychological Science*, 25, 1581-1591.
12. \*Loschelder, D., Swaab, R.I., Troetschel, R. & Galinsky, A.D. (2014). The first-mover disadvantage: The folly of revealing compatible preferences. *Psychological Science*, 25, 954-962.
13. Gunia, B., Swaab, R.I., Sivanathan, N., & Galinsky, A. D. (2013). The remarkable robustness of the first-offer effect: Across culture, power, and issues. *Personality and Social Psychology Bulletin*, 39, 1547-1558.

14. Swaab, R.I., Galinsky, A.D., Medvec, V., & Diermeier, D.A. (2012). The communication orientation model: Explaining the diverse effects of sight, sound, and synchronicity on negotiation and group decision-making outcomes. *Personality and Social Psychology Review*, 16, 25-53.
15. Swaab, R.I., Maddux, W., & Sinaceur, M. (2011). Early words that work: When and how virtual linguistic mimicry facilitates negotiation outcomes. *Journal of Experimental Social Psychology*, 47, 616-621.
16. \*Huffaker, D., Swaab, R.I., & Diermeier, D. (2011). The language of coalition formation in online multiparty negotiations. *Journal of Language and Social Psychology*, 30, 66-81.
17. Swaab, R.I., Kern, M.C., Medvec, V., & Diermeier, D. (2009). Who says what to whom? The impact of communication setting and channel on exclusion from multiparty negotiation agreements. *Social Cognition*, 27, 381-397.
18. Swaab, R.I. & Swaab, D.F. (2009). Sex differences in the effects of visual contact and eye contact in negotiations. *Journal of Experimental Social Psychology*, 45, 129-136.
19. Swaab, R.I., Phillips, K.W.P., Diermeier, D., & Medvec, V. (2008). The pros and cons of dyadic side conversations in small groups: The impact of group norms and task type. *Small Group Research*, 39, 372-390.
20. Swaab, R.I., Postmes, T., & Spears, R. (2008). Identity formation in multiparty negotiations. *British Journal of Social Psychology*, 47, 167-187.
21. Swaab, R.I., Postmes, T., Van Beest, I. & Spears, R. (2007). Shared cognition as a product of, and precursor to, shared social identity in negotiations. *Personality and Social Psychology Bulletin*, 33, 187-199.
22. Postmes, T., Haslam, S.A., & Swaab, R.I. (2005). Social influence in small groups: An interactive model of social identity formation. *European Review of Social Psychology*, 16, 1-42.
23. Swaab, R.I., Postmes, T., & Neijens, P. (2004). Negotiation support systems: Communication and information as antecedents of negotiation settlement. *International Negotiation*, 9, 59-78.
24. Swaab, R.I., Postmes, T., Neijens, P., Kiers, M. H., & Dumay, A. C. M. (2002). Multiparty negotiation support: The role of visualization's influence on the development of shared mental models. *Journal of Management Information Systems*, 19, 129-150.

**PUBLICATIONS: BUSINESS REVIEWS (\*denotes doctoral student)**

25. \*Schaerer, M., Schweinsberg, M., & Swaab, R. I. (2018). When you don't have an alternative in a negotiation, try and imagine one. *Harvard Business Review*, April 19.
26. \*Schaerer, M., Loschelder, D., & Swaab, R.I. (2017). Having too many options can make you a worse negotiator. *Harvard Business Review*, May 24.
27. Maddux, W., Williams, E., Swaab, R.I., & Betania, T. (2014). Ricardo Semler: A Revolutionary Model of Leadership. *Harvard Business Review*, April 28.

28. Swaab, R.I. & Galinsky, A.D. (2007). How to negotiate when you're (literally) far apart: The media approach. *Harvard Negotiation Newsletter*, 10, 7- 9.
29. Swaab, R.I. (2008). Wel of geen afzonderlijke intakegesprekken met partijen? [Using pre-mediation meetings or not?]. *Tijdschrift voor Conflictmanagement [Dutch Journal of Conflict Management]*.

#### **PUBLICATIONS: CHAPTERS AND INVITED CONTRIBUTIONS**

30. Schaerer, M., \*Teo, L., \*Madan, N., & Swaab, R.I. (2019). Power and negotiation: Current evidence and future directions. *Current Opinion in Psychology*.
31. **Swaab, R.I.** (2009). Manager als mediators: De rol van erkenning tijdens het intakegesprek. [The manager as mediator The role of disputant recognition during the pre-mediation meeting] In D. Bonekamp, E. van Ginkel, D. MacGillavry, & A. Verbeke. *Reflectie op mediation [Reflection on mediation]*. Apeldoorn: Maklu Uitgevers.
32. Diermeier, D., Swaab, R.I., Medvec, V., & Kern, M.C. (2008). The micro-dynamics of coalition formation. *Political Research Quarterly*, 61, 484-501.
33. Postmes, T., Baray, G., Haslam, S.A., Morton, T., & Swaab, R.I. (2006). The dynamics of personal and social identity formation. In T. Postmes & J. Jetten (Eds.), *Individuality and the group: Advances in social identity* (pp. 215-236). SAGE: London.
34. **Swaab, R.I.**, Postmes, T., Van Beest, I., & Neijens, P. (2003). Gedeelde cognitieve tijdens onderhandelen: De herkenning van gemeenschappelijkheid. [Shared cognition in negotiations: Recognizing similarities] In E. Van Dijk & E. Kluwer & D. Wigboldus (Eds.), *Jaarboek Sociale Psychologie [Yearbook of Social Psychology]* (pp. 297-304). Delft: Eubron.

#### **PUBLICATIONS: CASES**

35. Maddux, W., Swaab, R.I., Tanure, B., & Williams, E. (2014). Ricardo Semler: A revolutionary model of leadership.
36. Maddux, W. & Swaab, R.I. (2014). Annual Review.

#### **MANUSCRIPTS UNDER REVISION AND REVIEW (\*denotes doctoral student or postdoc)**

37. \*Madan, N., Thau, S. & Swaab, R.I. (*revise and resubmit*). When dominance leads to perceived competence: An integrative model and meta-analysis.
38. Lu, J., Swaab, R.I., Maddux, W., & Galinsky, A.D. (*under review*). Personal Diversity Meets Team Diversity: Leader International Experiences and the Success vs. Failure of Multinational Teams.
39. Swaab, R.I. & Brett, J.M. (*under review*). Third parties resolving disputes: Building relationships and using substantive tactics in caucuses prior to joint meetings.

**WORK IN PROGRESS (\*denotes doctoral student)**

40. Swaab, R.I., \*Tey, K., & Schaerer, M. Experimental research on third party control in dispute resolution: An integrative model and meta-analysis.
41. Loschelder, D., Trötschel, R., Swaab, R.I., Gaertner, S. & Hoehne, B. Dual identity mediation in dispute resolution: When a shared identity helps vs. hurts economic and psychological outcomes.
42. Huffmeier, J. & Swaab, R.I. Negotiations between teams and solos: Trust and the moderating role of shared identity.
43. Swaab, R.I., Lount, R., & Brett, J.M. Superordinate goal dialogues: Establishing trust and high-quality outcomes before negotiations between teams begin.
44. Doyle, S., \*Seunghoo, S., Lount, R., & Swaab, R.I. When hierarchy hurts: The impact of intra-team hierarchy on inter-team negotiations.
45. Anicich, E., Godart, F., Swaab, R.I., & Galinsky, A.D. When two heads are not better than one: Understanding the costs of co-leadership in teams.
46. Schaerer, M., Schweinsberg, M., \*Thornley, N. & Swaab, R.I. Win-win in distributive negotiations: The relational and economic benefits of strategic offer framing.
47. \*Tey, K., \*Schaerer, M., & Swaab, R.I. Concession making patterns and reference point signaling.

**GRANTS****External**

- Dutch National Science Foundation (NWO). Graduate Fellowship. 2004.
- Ex'ovision. The impact of eye contact in computer mediated negotiations. 2003-2004.
- Dutch National Science Foundation (NWO). Antecedents of negotiation settlement. Dissertation research grant with Tom Postmes and Peter Neijens. 2001-2005.

**Internal**

- INSEAD Research and Development Grant.
  - Concession-making signals (2018)
  - Hurtful integrative tactics (2018)
  - Status-Competence Misalignment in Groups (2017)
  - Imaginary Alternatives (2016)
  - Nothing to Lose: When Absolute Powerlessness Leads to Power- Like Behavior (2016)
  - First offers in multiparty negotiations (2014)
  - The liberating effect of being (totally) powerless in distributive negotiations (2013).
  - First offers and negotiations: When making the first offer hurts (2012).
  - Pre-mediation meetings in employment disputes (2012).
  - Common identity mediation in dispute resolution (2012).
  - The shadow of the future: Minority and majority influence in the anticipation of future interactions (2009).
- Dispute Resolution Research Center Grant, Northwestern University. 2006-2007.
- The Amsterdam School of Communications Research, University of Amsterdam. 2004.

**INVITED PRESENTATIONS**

Department of Management and Human Resources, HEC (2019)  
Faculty of Economics and Business, University of Amsterdam (2018)  
Rotterdam School of Management, Erasmus University (2016)  
ESSEC Business School, Singapore (2015)  
Department of Management and Organizations, National University of Singapore (2015)  
Department of Public and Private Policy, ESSEC Business School, France (2015)  
Management Department, Columbia Business School, Columbia University (2015)  
Amsterdam School of Communications Research, University of Amsterdam (2014)  
New Directions in Leadership Research, Rotterdam School of Management, Erasmus University (2014)  
Human Resource Management & Organizational Behavior, Rijksuniversiteit Groningen (2013)  
ESMT European School of Management and Technology (2013)  
Work & Organizational Psychology, School of Psychology, Katholieke Universiteit Leuven (2012)  
Social Psychology Department, School of Psychology, University of Saarbrücken (2012)  
FACE meeting, Tepper School of Business and HEC Paris Business school (2011)  
Management & Organizations, Kellogg School of Management, Northwestern University (2010)  
Human Resource Management & Organizational Behavior, Rijksuniversiteit Groningen (2008)  
People Management and Organizations Department, ESADE Business School (2008)  
Organizational Behavior and Theory, Tepper School of Business, Carnegie Mellon University (2007)  
Management & Organizations, Anderson School of Management, UCLA (2007)  
Social Psychology Department, School of Psychology, Northwestern University (2007)  
Management Department, McCombs School of Business, University of Texas at Austin (2006)  
Organization and Management, Merage School of Business, University of California, Irvine (2006)  
Managing People in Organizations Department, IESE Business School, University of Navarra (2006)  
Social Psychology, School of Psychology, New York University (2004)  
Social Psychology, School of Psychology, University of Kiel (2004)  
Management Department, Leeds Business School, University of Leeds (2004)  
Social Psychology, School of Psychology, Australian National University (2004)  
Social & Organizational Psychology, School of Psychology, University of Exeter (2003)

**REFEREED CONFERENCE PRESENTATIONS**

Bailey Wolf, L., Schaerer, M., Tey, K., & Swaab. How does feedback giver's empathy and perspective taking impacts feedback exchange. (August 2019). Academy of Management, Boston, USA.

Lu, J., Swaab, R.I., Maddux, W., & Galinsky, A.D. Leader International Experiences Influence the Success of Multinational Teams. (August 2019). Academy of Management, Boston, USA.

Anicich, A., Schaerer, M., & Swaab, R. New directions in social hierarchy research symposium. (August 2018). Academy of Management, Chicago, USA. (discussant)

Madan, N., Thau, S., Swaab, R.I. A Meta-Analysis of the Effects of Dominant Behavior on Perceptions of Competence. (August 2018). Academy of Management, Chicago, USA.

- Anicich, E., Godart, F., Swaab, R.I., & Galinsky, A. The Costs of Co-Leadership in Fashion Houses, Mountaineering Teams, Qualitative Reports, and the Lab. (August 2017). Academy of Management, Atlanta, USA.
- Schaerer, M., Schweinsberg, M., & Swaab, R.I. Win-win in distributive negotiations: The relational and economic benefits of strategic offer framing. (July 2017). International Association for Conflict Management, Berlin, Germany.
- Schaerer, M., Schweinsberg, M., & Swaab, R.I. Win-win in distributive negotiations: The relational and economic benefits of strategic offer framing. (August 2016). Academy of Management, Anaheim, USA.
- Doyle, S., Lount, R., Swaab, R.I., & Chung., S. (July 2016). When hierarchy hurts: The impact of intra-team hierarchy on inter-team negotiations. International Association for Conflict Management, New York, USA.
- Schaerer, M., Loschelder, D., & Swaab, R.I. (January 2016). The deceptive power of multiple alternatives. Society for Personality and Social Psychology, San Diego, USA.
- Schaerer, M., Swaab, R.I., Kern, M., Berger, G., & Medvec, V. (August 2015). Illusion of transparency in performance appraisals: Why and when egocentric biases explain feedback inflation in organizational settings. Academy of Management, Vancouver, USA.
- Martin, A., Swaab, R.I., Galinsky, A.D. (August 2015). Empowering women leads men to victory. Academy of Management, Vancouver, USA.
- \*Schaerer, M., Loschelder, D., & Swaab, R.I. (August 2015). The deceptive power of multiple alternatives. Academy of Management, Vancouver, USA. (\*Best Student Paper).
- Swaab, R.I., Lount, R., & Brett, J.M. (August 2014). Pre-Meetings to promote success: Building cooperation in negotiations between teams. Academy of Management, Philadelphia.
- \*Anicich, E., Swaab, R.I., & Galinsky, A.D. (August 2014). When hierarchy conquers and kills: Hierarchical cultural values predict success and fatality in high-stakes teams. Academy of Management, Philadelphia. (\*Most Innovative Paper).
- Swaab, R.I., Lount, R., & Brett, J.M. (July 2014). Pre-Meetings to promote success: Building cooperation in negotiations between teams. 5<sup>th</sup> International Biennial on Negotiation. International Association for Conflict Management, Leiden, The Netherlands.
- Schaerer, M., Swaab, R.I., & Galinsky, A.D. (July 2014). Anchors weigh more than power: Why absolute powerlessness liberates negotiators to achieve better outcomes. International Association for Conflict Management, Leiden, The Netherlands.
- Swaab, R.I. (March 2014). Third parties resolving disputes: Building relationships and using substantive tactics in caucuses prior to joint meetings. 5<sup>th</sup> Biennial on Negotiation. Novancia Paris.
- Swaab, R.I. (February 2014). When bringing negotiators face-to-face backfires. Society for Personality and Social Psychology, Austin, USA.



- Loschelder, D., Swaab, R.I., Troetschel, R., & Galinsky, A.D. (July 2013). Pitfalls of first offers. International Association for Conflict Management, Tacoma, USA.
- Swaab, R.I. & Phillips, K.W.P. (August 2012). Multichannel communication: Majority reactions to minority opinions. Academy of Management, Boston, USA.
- San-Martin, A., Vasiljevic, D., & Swaab, R.I. (August 2012). Asymmetric Effects of Anticipating Future Interactions in Small Groups. Academy of Management, Boston, USA.
- Hoehne, B., Swaab, R.I., Bauman, C.W., & Troetschel, R. (July 2012). Typing speed in online virtual negotiations. International Association for Conflict Management, Cape Town, South Africa.
- Loschelder, D., Swaab, R.I., Troetschel, R., & Galinsky, A.D. (July 2012). When moving first backfires. International Association for Conflict Management, Cape Town, South Africa.
- Sinaceur, M., Neale, M. A., Turan, N., Swaab, R., & Van Kleef, G. A. (August 2011). Dealing with multiple parties at the same time. Academy of Management, San Antonio, USA.
- Swaab, R.I. & Postmes, T. (July 2011). Team alignment in negotiation: The impact of intra- and inter-team discussions. International Association for Conflict Management, Istanbul, Turkey.
- Lount, R. & Swaab, R.I. (July 2010). Co-action meta-analysis: The impact of others on work performance. INGRoup Conference, Washington DC, USA.
- Swaab, R.I. (June, 2009). Deal Making: DRRC Negotiation Teaching Workshop. International Association for Conflict Management, Kyoto, Japan.
- \*Swaab, R.I. (June, 2009). Face first. International Association for Conflict Management, Kyoto, Japan. (\*Best Applied Paper).
- Swaab, R.I., Maddux, W., Sinaceur, M., & Diermeier, D. (June, 2009). Early words that work: Linguistic mimicry in negotiations. International Association for Conflict Management, Kyoto, Japan.
- Swaab, R.I. (April, 2009). New insights in negotiation and mediation. Dutch Conference for Mediators, Utrecht, The Netherlands.
- Gunia, B., Galinsky, A., Sivanathan, N., & Swaab, R. (July, 2008). Taking them to the limit: First offers across cultures, issues, time, and technology. International Association for Conflict Management, Chicago, USA.
- Swaab, R.I., Phillips, K., Medvec, V., & Diermeier, D. (August, 2007). The pros and cons of dyadic conversations in groups. Academy of Management, Philadelphia, USA.
- Behfar, K. & Swaab, R.I. (July, 2007). Group process and shared cognition in teams: How and why the strength of shared cognition deteriorates over time. INGRoup Conference, Lansing, USA.
- Swaab, R.I., Kern, Medvec, V., & Diermeier, D. (July, 2007). Who says what to whom? International Association for Conflict Management, Budapest, Hungary.

- \*Swaab, R.I. & Brett, J. (July, 2007). Caucus with care: The impact of pre-mediation caucuses on conflict resolution. International Association for Conflict Management, Budapest, Hungary. (\*Honorable mention Best Empirical Paper).
- Behfar, K. & Swaab, R.I. (August, 2006). Shared cognition and conflict in teams. Academy of Management, Atlanta, USA.
- Swaab, R.I. & Postmes, T. (July, 2006). Shared cognition: A meta-analysis on group performance, coordination, and commitment. INGRoup Conference, Pittsburgh, USA.
- \*Swaab, R.I., Medvec, V., & Diermeier, D. (July, 2006). Communication media in negotiations. International Association for Conflict Management, Montreal, Canada. (\*Best Empirical Paper).
- \*Swaab, R.I., Eggins, R.A., & Postmes, T. (July, 2005). Caucusing in intergroup negotiations. European Association for Experimental and Social Psychology, Germany. (\*Symposium organizer).
- Swaab, R.I. & Eggins, R.A. (June, 2005). Managing intergroup conflict. International Association for Conflict Management, Seville, Spain.
- Swaab, R.I., Eggins, R.A., & Postmes, T. (June, 2005). Caucusing in intergroup negotiations. The Royal Netherlands Academy of Arts and Sciences. Symposium on Social Identity in Organizations, Amsterdam, The Netherlands.
- Swaab, R.I. & Postmes, T. (2004). A meta-analytic integration of shared cognition: Effects on group performance and solidarity. Psychology Department, New York University, New York City, USA.
- Swaab, R.I. & Swaab, D.F. (June, 2004). Sex differences and eye contact in negotiation. International Association of Conflict Management, Pittsburgh, USA.
- Swaab, R.I., Postmes, & Spears, R. (May, 2004). Attraction, identification, and motivation in small group negotiations. International Communication Association, New Orleans, USA.
- Swaab, R.I. (2004). Shared cognition in teams. Leeds Business School, University of Leeds, UK.
- Swaab, R.I., Postmes, T., Van Beest, I. & Spears, R. (September, 2003). Shared cognition and shared identity. The Royal Netherlands Academy of Arts and Sciences Symposium on Group Decision Making and Motivation, Amsterdam, The Netherlands.
- Swaab, R.I., Postmes, T., Van Beest, I. & Spears, R. (June, 2003). Shared cognition and shared identity. International Association of Conflict Management, Melbourne, Australia.
- Swaab, R.I. & Postmes, T. (May, 2002). Mediation by visualization. International Communication Association, Seoul, Korea.
- Swaab, R.I. & Postmes, T. (2001). Information and communication support in conflict management. Academy of Management, Washington, USA.
- Swaab, R.I. (August, 2001). Shared cognition in teams. Academy of Management, Washington, USA.
- Swaab, R.I., Postmes, T., & Neijens, P. (June, 2001). Opportunities for negotiation support systems. International Association of Conflict Management, Paris, France.

**TEACHING****INSEAD**

## MBA program

*Organisational Behaviour 1 / Leading People and Groups* (OB Core Class), 2008-now  
*Negotiation Dynamics* (Elective), 2009-2010, 2011-2012, 2016-2017, 2017-2018  
*Communication & Leadership* (Mini-elective), 2008-2009

## INSEAD Executive MBA program

*Negotiation Dynamics* (Elective), 2016-now

## INSEAD Executive Education

*Company Specific Program: ADEK, AM Bank, Astro, Astellas pharmaceuticals, Bank Islam Malaysia, CIMB, Cisco Systems, Inc., Continental Tires Asia Pacific, EY, Gestao Estrategica de Pessoas, Janssen pharmaceuticals, L&T, Merck & Co., MetLife Inc., Pernod Rickard, PTT Public Company Limited, RHB, Saudi Aramco, Savola, Sharjah Tatweer, Society Generale Group, Star Energy, Stibbe Law Firm, Sumitomo, Tetra Pak, Wesfarmers.*

*Open Enrollment Program: Managing Global Virtual Teams Program (2009-2015), Asian International Executive Programme (2016)*

**NORTHWESTERN UNIVERSITY**

## MBA program

*Negotiations*, 2006-2007, 2007-2008  
*Leading Virtual Teams (orientation program)*, part-time MBA students, 2007-2008

## International Executive MBA

*Negotiations*, 2007-2008, 2008-2009, 2009-2010

## PhD program

*Virtual teams (unit in Social Processes in Organizations seminar)*, PhD seminar, 2006-2007, 2007-2008

**UNIVERSITY OF AMSTERDAM**

Master Program, Social Processes and Information and Communication Technology, 2002-2003, 2003-2004

**PROFESSIONAL MEMBERSHIPS**

## Academy of Management

International Association for Conflict Management

Interdisciplinary Network for Group Research

Society for Experimental Social Psychology

Society for Personality and Social Psychology

**PROFESSIONAL SERVICE*****Associate Editor:***

Organizational Behavior and Human Decision Processes

***Editorial Board:***

Academy of Management Review

Organizational Behavior and Human Decision Processes

Negotiation and Conflict Management Research

***Ad-Hoc Reviewer:***

Academy of Management Review

Journal of Experimental Social Psychology

Journal of Management Studies

Journal of Management Information Systems

Journal of Personality and Social Psychology

Organization Science

Personality and Social Psychology Bulletin

Personality and Social Psychology Review

Psychological Science

***Service to Professional Societies***

Academy of Management OB Junior Faculty Workshop 2019

International Association of Conflict Management Best Book Award Committee 2018

***School Service***

PhD coordinator: 2016-now

Rapporteur (William Maddux promotion to full, Stefan Thau promotion to full, Frederic Godart to tenure)

Chair affiliate renewal committee (Eric Vanderloo)

Faculty recruiting committee: Organisational Behaviour area (2010, 2011, 2012, 2015-Chair, 2017)

PhD recruiting committee: Organisational Behaviour area (2010, 2011, 2013-2019)

MBA admissions committee (2010, 2011)

Organizer external research seminars: Organisational Behaviour area (2010, 2011)

Organizer internal brownbag seminar: Organisational Behaviour area (2008)

Lectures in the INSEAD Lab - Sorbonne University program (2010)

Kellogg School of Management, DRRC Post-Doctoral Fellow Recruiting committee (2006-2008)

**Graduate Student Advising:**

- Michael Schaerer (Advisor; 2017; currently at Singapore Management University)
- Nikhil Madan (Advisor; 2019; currently at Indian School of Business)
- Tianyu He (expected 2021)
- Kiansiong Tey (expected 2023)

**Dissertation Committees:**

- Julia Behrend (Dissertation committee; Ecole Normale Supérieure, France)
- Katalien Bollen (Dissertation committee; Katholieke Universiteit Leuven, Belgium)
- Hajo Adam (Dissertation committee; currently at Rice University)
- Alvaro San Martin (Dissertation committee; currently at IESE Business School)
- Nico Thornley (Dissertation committee; expected 2019)
- Isabelle Solal (Dissertation committee; expected 2019)

**SELECTED MEDIA MENTIONS**

Bloomberg; Boston Globe; CNN; Economist; Forbes; Financial Times; Huffington Post; New Scientist; Sunday Times; The Guardian; New York Times; Scientific American; Sports Illustrated; Time; Times of India; Wall Street Journal.

**LANGUAGES**

Dutch (native)  
English (fluent)  
French (conversational)

**OTHER EMPLOYMENT**

**Wegener Publishing N.V., The Netherlands:** 1999-2001  
Product Development