

May 2021

## **Ella Miron-Spektor**

Associate Professor of Organizational Behavior  
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### **ACADEMIC POSITIONS**

#### **INSEAD, France**

Associate Professor 2018 (tenure since 2020)

#### **Faculty of Industrial Engineering and Management, Technion**

Associate Professor with tenure 2017

Assistant Professor (Senior Lecturer) 2011 – 2017

#### **Department of Psychology, Bar-Ilan University**

Assistant Professor (Lecturer) 2009 – 2011

### **VISITING POSITIONS**

#### **Cass Business School, City, University of London**

Visiting Professor 2017 – 2018

#### **Tepper School of Business, Carnegie Mellon University**

Post-doctoral Fellow 2007 – 2009

### **EDUCATION**

#### **Technion, Israel Institute of Technology**

Ph.D. in Organizational Psychology 2007

MS.c. in Organizational Psychology (Summa cum laude) 2003

#### **Ben-Gurion University**

B.A. in Psychology, Sociology, and Anthropology (Summa cum laude) 2000

### **RESEARCH INTERESTS**

Creativity, innovation

Organizational and team learning

Microfoundation of Paradox Theory

Culture

Entrepreneurship

**PUBLICATIONS**

\*denotes student

**Refereed Papers in Professional Journals**

Lazar\*, M., Miron-Spektor, E., Chen, G., Goldfarb, B., Agarwal, R., Erez, M., &. (2021). Forming entrepreneurial teams: Mixing business and friendship to create transactive memory systems for enhanced success. *Academy of Management Journal*.

Miron-Spektor, E., Vashdi, R.D., Gopher\*, H. (2021). Bright Sparks and Enquiring Minds: Differential Effects of Goal Orientation on the Creativity Trajectory. *Journal of Applied Psychology*.

Pradies, C., Aust, I., Bednarek, R., Brandl, J., Carmine, S., Cheal, J., Cunha, M.P., Gaim, M., Keegan, A., Le, J.K., Miron-Spektor, E., Nielson, R.K., Pouthier, V., Sharma, G., Sparr, J.L., Vince, R., & Keller, J. (2021). The Lived Experience of Paradox: How Individuals Navigate Tensions during the Pandemic Crisis. *Journal of Management Inquiry*, 30(2), 154-167.

Lanzolla, G., Lorenz, A., Miron-Spektor, E., Schilling, M., Solinas, G., & Tucci C.L. (2020) Digital Transformation: What is new if anything? Emerging patterns and management research. *Academy of Management Discoveries*. 6(3), 341-350.

Lazar\*, M., Miron-Spektor, E., Agarwal, R., Erez, M., Goldfarb, B., & Chen G. (2020). Entrepreneurial team formation. *Academy of Management Annals*, 14(1), 29-59.

Sidi\*, Y., Torgovitsky\*, I. Soibelman\*, D., Miron-Spektor, E., Ackerman, R. (2020). You may be more original than you think: Predictable biases in self-assessment of originality. *Acta Psychologica*, 203.

Waldman, D., Putnam, L.L. Miron-Spektor, E., & Siegel, S.D. (2019). The role of paradox theory in decision making and management research. *Organizational Behavior and Human Decision Processes*, 155, 1-6.

Miron-Spektor, E., Ingram, A., Keller, J., Smith, W., & Lewis, M.W. (2018). Microfoundations of organizational paradox: The problem is how we think about the problem. *Academy of Management Journal*, 61(1), 26-45.

Leung, A., Liou, S. Miron-Spektor, E., Koh, B., Chan, D., Eisenberg\*, R., & Schneider, I. (2018). Middle ground approach to paradox: Within- and between-culture examination of the creative benefits of paradoxical frames. *Journal of Personality and Social Psychology*, 114 (3), 443-464.

Paletz, S.B.F., Summer\*, A., & Miron-Spektor, E. (2017). Psychological factors surrounding disagreement in multicultural design team meetings. *Co-Design*, 14(2) 98-114.

Reagans, R., Miron-Spektor, E., & Argote, L. (2016). Knowledge utilization, coordination, and team performance. *Organization Science*, 27 (5), 1108-1124.

Miron-Spektor, E., Paletz, S.B.F., & Lin, C-C. (2015). To create without losing face: The effects of face cultural logic and social-image affirmation on creativity. *Journal of Organizational Behavior*, 36 (7), 919-943.

Miron-Spektor, E., & Beenen, G. (2015). Motivating creativity: The effects of sequential and simultaneous learning and performance achievement goals on product novelty and usefulness. ***Organizational Behavior and Human Decision Processes***, 127, 53–65.

Paletz, S.B., Miron-Spektor, E., & Lin, C. (2014). A cultural lens on interpersonal conflict and creativity in multicultural environments. ***Psychology of Aesthetics, Creativity, and the Arts***, 8 (2), 237–252.

Miron-Spektor, E., Gino, F., & Argote, L. (2011). Paradoxical frames and creative sparks: Enhancing individual creativity through conflict and integration. ***Organizational Behavior and Human Decision Processes***, 216 (2), 229–240.

**Best Paper Award**, Subtrack of Exploring the Paradoxes of Organizing and Organizations, EGOS, 2012.

Miron-Spektor, E., Efrat-Treister\*, D., Rafaeli, A., & Schwartz-Cohen\*, O. (2011). Others' anger makes people work harder, not smarter: The effect of observing anger and sarcasm on complex thinking. ***Journal of Applied Psychology***, 96 (5), 1065–1075.

Miron-Spektor, E., Erez, M., & Naveh, E. (2011). The effect of conformists and attentive-to-detail members on team innovation: Reconciling the innovation paradox. ***Academy of Management Journal***, 54 (4), 740–760.

**Best Student Paper Award** (Finalist) of the Technology and Innovation Management (TIM) Division, Academy of Management.

Argote, L., & Miron-Spektor, E. (2011). Organizational learning: From experience to knowledge. ***Organization Science***, 22 (5), 1023–1034.

Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2010). First get your feet wet: The effects of learning from direct and indirect experience on team creativity. ***Organizational Behavior and Human Decision Processes***, 111 (2), 93–101.

Miron-Spektor, E., & Rafaeli, A. (2009). The effects of anger in the workplace: When, where, and why observing anger enhances or hinders performance. ***Research in Personnel and Human Resource Management***, 28, 153–178.

Miron, E., Erez, M., & Naveh, E. (2004). Do personal characteristics and cultural values that promote innovation, quality, and efficiency compete or complement each other? ***Journal of Organizational Behavior***, 25, 175–199.

### **Managerial Publications**

Miron-Spektor, E. (2021). Why some employees improve their creativity and others don't. ***Harvard Business Review***, France, May 3.

Miron-Spektor, E. (2020). You are more original than you think. ***INSEAD knowledge***.  
Featured in Forbes, Inc. Magazin, Advisory Board, LesEchos Executive  
Among the 5 most-read INSEAD knowledge articles in 2020

Miron-Spektor, E., Smith, W. (2020). Overwhelmed? Adopt a paradox mindset. ***INSEAD knowledge***.

Among the 3 most-read INSEAD knowledge articles in 2020  
Featured in BBC, Inc. Magazin, among others

Lazar, M., & Miron-Spektor, E. (2020). Start-ups: The Founding Team Is a Real Magic Bullet. ***INSEAD knowledge***.

Also featured in Forbes

Miron-Spektor, E. & Smith, W. (2019). Contradictions at work? Adopt a “Paradox mindset.” ***Academy of Management Insights***.

Among the 20 most-read AOM Insights in 2019

Miron-Spektor, E. (2019). Embracing the paradoxes of leadership. ***INSEAD knowledge***.

The most read INSEAD knowledge articles in 2019

The most-read INSEAD knowledge article in 2019

Also featured in *Forbes, France*

Miron-Spektor, E., Vashdi, D.R., Amabile, T., & Holzmann, V. (2018). How to make sure good ideas don't get lost in the shuffle. ***Harvard Business Review***, June 6.

Miron-Spektor, E. (2013). Why conformists are a key to successful innovation. ***Harvard Business Review***, October 2.

Miron-Spektor, E., Erez, M., & Naveh, E. (2012). To derive creativity, add some conformity. ***Harvard Business Review***, 90, 30–30.

### Chapters in Books

Schad, J., & Miron-Spektor, E. (2020). Lewis, Marianne W.: Paradoxes of Change and Changing through Paradox. In Szabla, D.B. (Ed.) *Plagrave Handbook for Organizational Thinkers* (End Edition).

Miron-Spektor, E., & Paletz, S.B.F. (2020). Collective paradoxical frames: Managing tensions in learning and innovation. In L. Argote, & J. Levine (Eds.), *Handbook of Group and Organizational Learning* (pp. 429- 446). Oxford University Press.

Miron-Spektor, E., & Erez, M. (2017). Looking at creativity through a paradox lens: Deeper understanding and new insights. In M. Lewis, W. Smith, W.K., P. Jarzabkowski, & A., Langley (Eds.). *Handbook of Organizational Paradox: Approaches to Plurality, Tensions, and Contradictions* (pp. 434-451). Oxford University Press.

Paletz, S.B.F., Bogue\*, K., Miron-Spektor, E., & Spencer-Rodgers, J. (2016). Dialectical thinking and creativity from many perspectives: Contradiction and tension. In J. Spencer-Rodgers & K. Peng (Eds.), *Psychological and Cultural Foundations of Dialectical Thinking* (pp. 267-308) Oxford University Press.

Paletz, S. B. F., Pavisic\*, I., Miron-Spektor, E., & Lin, C.-C. (2016). Diversity in creative teams: Reaching across cultures and disciplines. In L. Y.-Y. Kwan, S. Liou, & A. K.-Y. Leung (Eds.), *Handbook of culture and creativity: Basic processes and applied innovations* (pp. 171-208). Oxford University Press.

Eliav\*, E., Miron-Spektor, E., & Bear, J. (2016). Humor and creativity. In C. Robert (Ed.). *Humor in the Workplace: A psychological perspective* (pp.60-75). New York, NY: Routledge.

Gino, F., Todorova, G., Miron-Spektor, E. & Argote, L. (2009). When and why prior task experience fosters team creativity. In *Research on Managing Groups and Teams: Creativity in Groups* (pp. 87–110). Emerald Group Publishing Limited.

Argote, L. & Miron-Spektor, E. (2009). Personnel turnover. *Encyclopedia of Group Processes and Intergroup Relations* (pp. 642–645). Sage Publications.

### **Papers in Best Paper Proceedings** (Rated in top 10%)

Miron-Spektor, E., Vashdi, D. R., & Gopher\*, H., (2019). Improving creativity over time: Goal orientation and procedural justice impact creative endurance. *Academy of Management Best Paper Proceedings*. 10.5465/AMBPP.2019.137

Eliav\*, E., & Miron-Spektor, E. (2015). The recovery effect: The creative potential of frequent interruptions. *Academy of Management Best Paper Proceedings*. 10.5465/AMBPP.2015.229.

**Best Student Paper Award, Finalist.** The Technology and Innovation Management (TIM) Division, Academy of Management.

Miron-Spektor, E., Paletz, S.B., & Lin, C. (2014). Abide, push back or challenge? The effect of face loss on creativity in face, dignity and honor cultures. *Academy of Management Best Paper Proceedings*. 10.5465/AMBPP.2014.208.

Miron-Spektor, E., & Beenen, G. (2012). Both new and useful: How sequential and synchronous goal orientations affect individual creativity, *Academy of Management Best Paper Proceedings*. 10.5465/AMBPP.2012.219.

Miron-Spektor, E, Gino, F., & Argote, L. (2008). The effect of paradoxical cognition on individual and team innovation. *Academy of Management Best Paper Proceedings*, 10.5465/AMBPP.2008.33718126.

Miron-Spektor, E., Erez, M., & Naveh E. (2007). Balancing innovation attention-to-detail and outcome-orientation to enhance innovative performance. *Academy of Management Best Paper Proceedings*. 10.5465/ambpp.2007.26508076.

### **Podcasts**

How the Discomfort of Paradox Can Unlock Creativity (2021). *INSEAD knowledge*.

### **AWARDS, FELLOWSHIPS & GRANTS** (\*my student)

#### **Research**

- 2020 Best Paper Award, Finalist, Lazar\*, Miron-Spektor, E., Chen G. Goldfarb B., Erez. M., & Agarwal, R. ENT division, AOM, R. Kauffman Best Paper Awards in Entrepreneurial Cognition.
- 2020 Best Paper Award, Finalist Lazar, Miron-Spektor, E., Chen G. Goldfarb B., Erez. M., & Agarwal, R. "Forming new venture teams: The benefits of mixing business and relationships." Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- 2017 Best Student Paper Award. Moran Lazar\*, Miron-Spektor & Jennifer Mueller "Emotional attachment to new ideas: A cross-cultural comparison." The 18th Organizational Studies and Human Resources Management conference, Israel.
- 2015 Best Student Paper Award, Finalist. Eliav\*, E. & Miron-Spektor, E. "The recovery effect: The creative potential of frequent interruptions." Technology and Innovation Management Division (TIM), Academy of Management.

- 2014 Editorial Board Outstanding Reviewer, Journal of Organizational Behavior.
- 2012 Best Paper Award. Miron-Spektor, E., Gino, F. & Argote, L. "Fostering Ambidexterity through Paradoxical Frames: A Multilevel Perspective." Subtrack of Exploring the Paradoxes of Organizing and Organizations, EGOS.
- 2011 Best Paper Award. Miron-Spektor, E., Erez, M. & Naveh, E. "The effect of conformists and attentive-to-detail members on team innovation: Reconciling the innovation paradox." Innovation Management, EBS Business School.
- 2007 Best Dissertation Award, Sloan Industry Studies, Finalist
- 2007 Best Student Paper Award, Finalist. Miron-Spektor, E., Erez, M. & Naveh, E. "Balancing innovation attention-to-detail and outcome-orientation to enhance innovative performance." Technology and Innovation Management Division (TIM), Academy of Management.
- 2006 Fulbright, Post-Doctoral Fellow  
ISEF-Rabin Award
- 2004 Sylvia Rose Fine Fellowship
- 2003 The Mitchner Award in Quality Sciences and Quality Management, Technion
- 1999 Dean's Award for Special Distinction, Ben-Gurion University

### **Teaching**

Nominated for Yanai Prize for Excellence in Academic Education, Technion 2016

Teaching Excellence Award, Technion  
MBAs and EMBA, OB core and Electives 2013, 2014, 2015, 2016

Teaching Excellence Award, Technion  
Undergraduates, OB Core 2003, 2004, 2006

### **Research Grants**

#### **External**

- 2018 NSF – National Science Foundation (SOO- 1759196). *Entrepreneurial team formation and its effect on subsequent entrepreneurial outcomes* (\$363,000). With Moran Lazar\*, Gilad Chen, Miriam Erez, Brent Goldfarb, and Rajshree Agarwal.
- 2017 ISF – Israel Science Foundation. *Creativity Momentum: How and Why Change in Creative Experience Overtime Affects Commitment and Turnover* (190,000 NIS). With Dana Vashdi (extended for 2019).
- 2017 Bank Hapoalim. *Creativity under the radar*. \$60,000.
- 2017 Coleman-Cohen Fund 6,000 GBP (British Pounds)

- 2011 Marie Curie (IRG). European Union's – Seventh Framework Programme (FP7/2007-2013) under grant agreement number [IRG – PIRG07-GA-2010-268325]. *Developing innovative capabilities in teams. 100,000 EURO.*
- 2008 National Science Foundation (NSF, SES-0823283). *The two wonders of working together: How matching what people know with what they do and shared frameworks contribute to Transactive memory system and team performance. \$392,000.* With Linda Argote and Ray Reagans.
- 2006 Fulbright & ISEF-Rabin, Post-Doctoral Fellow. *\$22,500.*

### **Internal**

- 2019 The Patrick Cescau/Unilever Endowed Fund. *Idea Evaluation in Diverse Groups (8,674 Euro)*
- 2006 The Center for Organizational Learning, Innovation, and Performance, Carnegie Mellon University. *\$61,000.*
- 2006 The Samuel Neaman Institute, Technion. *Managing the opportunity discovery and evaluation process to enhance expected value.* With Uzi de-Haan, Miriam Erez, Avi Feigenbaum, and Tali Sivan. *\$5000.*
- 2003 The Samuel Neaman Institute, Technion (with Miriam Erez and Eitan Naveh). In a study titled Innovation and Attention to Detail in R&D. *\$5000.*
- 2002 The Samuel Neaman Institute, Technion (with Miriam Erez and Eitan Naveh). On the research on Innovation, Quality, and Efficiency in R&D: A Multi-Level Analysis of the effects of individuals, teams, leadership, and organizational factors. *\$11,000.*

### **GRADUATE STUDENTS**

#### **INSEAD**

- Tianyu He
- Eric Lou
- Yanbo Song
- Matthew Rubin
- Orit Zommer Balicer

#### **Technion Ph.D.**

- Moran Lazar. *Entrepreneurial team formation. 2017-2021*
- Marnina Hoffman. *Dynamic constraints and creativity: The effect of timing. 2016-2019.*
- Emuna Eliav. *Taking women seriously: The effect of humor expression and gender on perceived warmth, competence, and performance. 2015-2018.*
- Tal Mishan. *When work becomes play and play becomes work: When and why play enhances creativity? 2012-2015*

#### **M.Sc. (with Thesis)**

- Tal Lindenbaum 2019
- Moran Lazar, 2017
- Yael Zeidberg, 2016
- Hadas Yaniv, 2016

- Roni Goren, 2015
- Ortal Ashkenazi, 2015
- Daniela Soibelman, 2015
- Emuna Eliav, 2014
- Roni Eisenberg, 2014
- Sivan Haron-Yehuda, 2013
- Oren Ginat, 2012
- Roni Gorsky, 2012
- Anat Kaplun, 2012
- Michal Mordehai, 2011
- Adi Yahav, 2011

### **TEACHING AND PROGRAM MANAGEMENT**

**Organizational Behavior** Core course  
 INSEAD Master in Management (MiM)- 2020 -now  
 INSEAD, MBA program 2018-now  
 Technion, MBA, and MS.c. programs 2011- 2016  
 Bar-Ilan University, MA program 2009-2011  
 Carnegie Mellon University, MBA program 2006-2009

**Executive Education Programs**  
 INSEAD, IWF Women leading global change  
 INSEAD, Leading for Results  
 INSEAD, ITP Virtual Teaching Lab

**Creativity and Entrepreneurship** Elective  
 Technion, Graduates program, 2016

**Team Management**, Elective  
 Technion, MBA & EMBA programs 2015-2016

**Innovation and Learning, Motivation**, Electives  
 Technion, Graduates program 2011-2016

**Social Psychology** Core course  
 Bar Ilan University, MA program 2010

**Advanced Social Research** Core course  
 Bar Ilan University, MA program 2009-2010

### **INSTITUTIONAL SERVICE**

**INSEAD**  
 Diploma committee 2020-2021  
 OB Area, seminar coordinator 2019-2020  
 OB Area, Ph.D. committee 2018-2019



**Technion**

Academic Manager of the Entrepreneurship Program (Undergraduates minor), 2015 – 2017.  
 Member in the Faculty Development Committee, 2017 – 2018  
 Organizer, Open day, Behavioral Sciences Area, 2016 – 2017  
 Chair, Graduate Student Recruitment Committee, 2014 – 2017  
 Faculty Council secretary, 2011 – 2013  
 Behavioral Sciences Seminar Coordinator, 2004 – 2006

**PROFESSIONAL SERVICE****Editorial positions**

Guest co-Editor, Special Issue on Novel Perspectives on Creativity in Organizations, *Organizational Behavior, and Human Decision Processes*, 2019-2021

Guest co-Editor, Special Issue on The Digital Transformation: What is New if Anything, *Academy of Management Discoveries*, 2018-2020

Guest co-Editor, Special Issue on The Role of Paradox Theory in Decision Making and Management Research, *Organizational Behavior, and Human Decision*, 2017-2019

**Editorial Board**

*Organization Science*, Board Member, 2009 – now  
*Organizational Behavior and Human Decision Processes*, Board Member, 2020 - now  
*Academy of Management Discoveries*, Board Member, 2019 – now  
*Journal of Organizational Behavior*, Board Member, 2012 – 2020

**Ad Hoc Reviewing**

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Organization Science, Organizational Behavior and Human Decision Processes, Journal of Organizational Behavior, Journal of Management Studies, Human Relations Applied Psychology: An International Review.

**Grant Reviewing**

ISF, BSF

**Public Professional Activities**

Member, Award Committee of the Outstanding Publication in Organizational Behavior, OB Division, Academy of Management, 2013.

**CONFERENCES****Organized Conferences**

2018 – *Academy of Management Conference in Israel. From Start-up to Scale-up*. Organizer (with Uriel Stettner and Shiko Ben Menachem)

2018 – *Israel Organization Behavioral Conference (IOBC), Creativity and Innovation in Organizations*. The organizer of the doctoral consortium (with Michal Biron)

2018 – *European Groups and Organization Studies (EGOS), Paradox Subtrack. Taken by Surprise: Expanding our Understanding of Paradoxes and Contradictions in Organizational Life*. Organizer (with Jonathan Schad and Josh Keller).

2016 – *2021 Organizational Paradox: Engaging Plurality, Tensions and Contradictions (EGOS)*. Member in the Organizing Standing Working Group, Paradox subtrack. (with Marianne Lewis, Wendy Smith, Costas Andriopoulos, Ina Enhert, and Valery Michaud.

2012 – *Conference on Cognition and Organization Behavior in Honor of Miriam Erez and Daniel Gopher Technion*. Organizer with Ido Erev.

### **Organized Professional Developmental Workshops**

2019 - *Enlightening the Future of Paradox Theory: Writing Workshop on the Centripetal and Centrifugal Forces of Theory Development (PDW)*. Annual Meeting of the European Group for Organizational Studies (EGOS), Edinburgh. Organizer with Jonathan Schad and Camille Paradis.

2015 – *A research incubator for exploring the dynamic switching and interplay between priorities and states: Examples from research on errors and innovation*. Professional Development Workshop (PDW), Academy of Management Annual Meetings, Vancouver. Organizer with Eitan Naveh and Miriam Erez.

2015 – *Paradoxes and unreason: Provoking greater examination into organizational life*, Annual Meeting of the European Group for Organizational Studies (EGOS), Athens. Organizer with Costas Andriopoulos and Wendy Smith.

2014 – *Enriching paradox theory: Comparing eastern and western views*. Professional Development Workshop (PDW), Academy of Management Annual Meetings, Boston. With Wendy Smith and Josh Keller.

2013 – *Exploring paradox using experiments and quantitative methods*. Professional Development Workshop (PDW). Academy of Management Annual Meetings, Anaheim. Organizer with Wendy Smith, Marianne Lewis, and Costas Andriopoulos.

2012 – *A research incubator for exploring paradox in creativity and innovation management*, Professional Development Workshop (PDW) Academy of Management Annual Meetings. Organizer with Eitan Naveh and Miriam Erez.

2005 – *Workshop on Strategic Business Innovation: A Multidisciplinary Approach*. Technion. Organizer with Miriam Erez

### **Plenary and invited talks**

2019 - *Microfoundation of Organizational Paradox: The Problem is How We Think About the Problem*. CONINC invited Seminar. Groningen, Netherland.

2019 - *Microfoundations of Paradox: Where Are We and What is Next?* Academy of Management Annual Meeting, Boston.

2019 – *Fostering Creativity: Paradox mindset as a key to leveraging every day tensions*. Association for Psychological Science, Washington DC, US.

2017– *A paradoxical approach to innovation management*. Conference on Innovation and Human Resources, The Interdisciplinary Center, Herzelia, Israel.

2017– *Creativity under the radar*. Conference on Innovation in The Public Sector, University of Haifa, Israel.

2017– *The creative engineer: Leading change in the 21st century*. Dean's Honor Ceremony. Faculty of Computer Science, Technion, Israel.

2016– *Microfoundation of organizational paradox*. Learning and Innovation Laboratory, Harvard University, USA.

- 2016 – *Learning from career narratives/stories of leading academics*, Israel Organizational Behavior Conference (IOBC), Tel Aviv, Israel.
- 2015– *The paradox of creativity: From either novelty or usefulness to both novelty and usefulness*. Shantou University, Business School, China.
- 2015 – *Eastern and western approaches to paradox management*. Annual Meeting of the Academy of Management, Vancouver, Canada.
- 2015 – *Mentoring graduate students: Tips, best practices, and life-changing stories from the experts*. Annual Meeting of the Academy of Management, Vancouver, Canada. Panelist as Miriam Erez's former student.
- 2014 – *Enriching paradox theory: Comparing eastern and western views*. Annual Meeting of the Academy of Management, Boston, USA.
- 2013 – *Advancing paradox theory: Methods to empirically explore organizational tensions*. Annual Meeting of the Academy of Management, Anaheim.
- 2012– *The interplay between quality and innovation and how to reconcile the paradox*. The Annual Conference of the Israeli Society of Quality in Medicine, Tel Aviv, Israel.

### **Other Talks and Roles**

- 2017– *How to build and manage innovative teams*. Yale, Global Network for Advanced Management program, GNAM. Technion, Israel.
- 2016– *Creative learning: Educating the scientists and entrepreneurs of tomorrow*. Conference on Teaching in Higher Education: The Next Challenge, Technion, Israel.
- 2016– *Building and managing innovative teams*. Global Network for Advanced Management program, GNAM, Technion, Israel.
- 2016– *The paradox of creativity: Promoting contradictory processes to enhance team creativity*. Entrepreneurship Boot Camp for visitors from York University in Technion, Israel.
- 2013– *Paradox of leadership*. Annual Meeting of the European Group for Organizational Studies—EGOS, Montreal, Canada (Discussant).
- 2012– *Multiple methods to explore paradox*. Annual Meeting of the European Group for Organizational Studies—EGOS, Helsinki, Finland (Discussant).
- 2011– *Contracts—Economic, behavioral, and empirical perspectives*, Jerusalem, Israel (Discussant).

### **Selective workshops by invitation only**

- 2017– *Initiative for Academic Collaboration in the Middle East and North Africa (IACMENA)*. INSEAD, France.
- 2016– *22nd Annual Organisational Behavior Conference: The Wharton School*. Philadelphia, USA.
- 2015– *Initiative for Academic Collaboration in the Middle East and North Africa (IACMENA)*. Cambridge, UK.

### **Conference Presentations of Refereed Papers (\*student)**

- Lanzolla, G., Lorenz, A., Miron-Spektor, E., Schilling, M., Solinas, G., & Tucci C.L. (In press) *Digital Transformation: What is new if anything? Emerging patterns and management research*. Academy of Management Discoveries.

- Lazar\*, M., Miron-Spektor, E., & Mueller, J., (2020). *Attachment to new ideas: A new perspective of idea evaluation*. Academy of Management Annual Meeting, online.
- Shao\*, Y., Miron-Spektor, E., Tauber, S., & Nijstad, B.A. (2020). *Relationship conflict and observers' work engagement: A paradox perspective*. Academy of Management Annual Meeting, online.
- Lazar\*, M., Miron-Spektor, E., Chen G., Goldfarb, B., Erez, M., & Agarwal, R. (January, 2020). *Forming Entrepreneurial Teams: The Importance of Mixing Business and Friendship*. Academy of Management Annual Meeting, online.
- Miron-Spektor, E. Vashdi, D., & Lidenbaum\* T. (January, 2020). *Leading to Success with a Paradox Mindset and a Proactive Approach: A Story of Employees' Adaptivity*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Lazar\*, M., Miron-Spektor, E., Chen G., Goldfarb, B., Erez, M., & Agarwal, R. (Januray, 2020). *Forming new venture teams: The benefits of mixing business and relationships*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Eliav\*, E., Miron-Spektor, E., Bear, J., (2019, August). *Can Funny Women Get Ahead? Managing the Warmth-Competence Paradox through Humor*. Academy of Management Annual Meeting, Boston.
- Miron-Spektor, E., Vashdi, D. & Gopher\* H. (2019, August). *Improving Creativity Over time: Goal Orientation and Procedural Justice Impact Creative Endurance*. Academy of Management Annual Meeting, Boston.
- Lazar\*, M. Miron-Spektor, E., Erez, M., Chen, G., Goldfarb, B., & Agarwal, R. (2018, August). *Entrepreneurial Team Formation: Integrating Micro and Macro Perspectives*. Academy of Management Annual Meeting, Chicago.
- Tripathi\*, N., Miron-Spektor, E., & Lewis, M. (2018, August). *Mixed Blessings: Dynamic Impact of Paradoxical Leader Behavior on Subordinate' Engagement and CWB*. Academy of Management Annual Meeting, Chicago.
- Eliav\*, E., Miron-Spektor, E., & Bear, J., (2018, July). *Funny women can get ahead: Managing the warmth-competence paradox through humor*. European Group for Organizational Studies (EGOS), Tallinn, Estonia.
- Tripathi\*, N., Miron-Spektor, E., & Lewis, M. (2018, July). *A dual-process model for dynamic impact of paradoxical leader behavior on subordinate' emotions and work behaviors*. European Group for Organizational Studies (EGOS), Tallinn, Estonia.
- Eliav\*, E., & Miron-Spektor, E. (2018, January). *Unconscious inspiration: Frequent interruptions can spark creativity*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Eliav\*, E., Miron-Spektor, E., & Bear, J. (2018, January). *Taking Women Seriously: The Effect of Humor Expression and Gender on Social Influence*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Zaidberg\*, Y., Miron-Spektor, E., & Erez, M. (2018, January). *Does team Self-promotion Contribute to Entrepreneurial Success in Pitching Events?* Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Lazar\*, M., Miron-Spektor, E., & Mueller, J. (2018, January). *Getting Attached: Emotional Attachment to New Ideas in Different Cultures*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Miron-Spektor, E., & Vashdi, D. (2018, January). *Motivating Creativity Over Time: Learning and Performance Achievement Goals and Creativity Momentum*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.

- Miron-Spektor, E., Imgram, A. Keller, J., Smith, W., & Lewis, M. (2017, August). *Microfoundations of Organizational Paradox: Paradox Mindset, Limited Resources and Tensions*. Annual Meeting of the Academy of Management, Atlanta.
- Miron-Spektor, E., Kark, R., & Mishan\*, T. (2016, January). *Playing 'In-Side-Out of the Box': The Role of a Safe Environment in the Relationship between Play and Creativity*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Ashkenzi\*, O., Miron-Spektor, E., & Vashdi, D. (2016, August). *The effect of locus of control and creative self-efficacy on innovation: The moderating role of embracing paradox*. Annual Meeting of the Academy of Management, Vancouver. Anaheim.
- Eliav\*, E., & Miron-Spektor, E. (2016, January). *Frequent interruption and creativity: The moderating role of polochronicity and task type*. Israel Organizational Behavior Conference (IOBC), Tel Aviv.
- Miron-Spektor, E. & Beenen, G. (2015, August). *The effects of learning and performance achievement goals on product novelty and usefulness*. Annual Meeting of the Academy of Management, Vancouver.
- Miron-Spektor, E. (2015, August). *The creative benefits of a paradoxical frame: Western vs. Eastern approach*. Annual Meeting of the Academy of Management, Vancouver.
- Eliav\*, E., & Miron-Spektor, E. (2015, August). *The recovery effect: The creative potential of frequent interruptions*. Annual Meeting of the Academy of Management, Vancouver.
- Miron-Spektor, E., Ingram, A., Keller, J., Smith W., & Lewis, M. (2015, July). *Tensions in everyday work: Provoking an individual level theory of paradox*. Annual Meeting of the European Group for Organizational Studies (EGOS), Athens, Greece.
- Miron-Spektor, E., Ingram, A., Keller, J., Smith W., & Lewis, M. (2014, August). *Paradox mindset as a catalyst for creativity and innovation: Construct and measure development*. Academy of Management Annual Meetings, Philadelphia.
- Miron-Spektor, E., Paletz, S.B., & Lin, C. (2014, August). *Abide, push back or challenge? The effect of face loss on creativity in face, dignity and honor cultures*. Academy of Management Annual Meetings, Philadelphia.
- Zaidberg\*, Y., Miron-Spektor, E., & Erez, M. (2014, February). *Climbing up the accelerator on the fast track to innovation*. Strategic Management Society Conference, Tel Aviv, Israel.
- Miron-Spektor, E., Paletz, S., & Lin, C. (2014, January). *The effect of face loss on creativity in face dignity and honor cultures*. The 2<sup>nd</sup> Israel Organizational Behavior Conference (IOBC), Tel Aviv, Israel.
- Miron-Spektor, E. (2014, January). *Paradoxical frames and team ambidexterity: When and why teams benefit from embracing contradictions*. The 2<sup>nd</sup> Israel Organizational Behavior Conference (IOBC), Tel Aviv, Israel.
- Miron-Spektor, E., Reagans, R., & Argote, L. (2014, January). *Knowledge utilization, coordination and team performance*. The 2<sup>nd</sup> Israel Organizational Behavior Conference (IOBC), Tel Aviv, Israel.
- Miron-Spektor, E., Gino, F., & Argote, L. (2013, August). *Fostering ambidexterity: A multilevel perspective*. Academy of Management Annual Meetings, Anaheim.
- Kark., R. Miron-Spektor, E., Gorsky\*, R., & Kaplun\*, A. (2012, July). *The paradox of learning to lead: The effect of exploration and exploitation on leader's creativity and initiative*. European Group for Organizational Studies (EGOS), Helsinki, Finland.

- Miron-Spektor, E., & Beenen, G. (2012, August). *Both new and useful: How sequential and synchronous goal orientations affect individual creativity*. Academy of Management Annual Meetings, Boston.
- Miron-Spektor, E., Gino, F., & Argote, L. (2012, July). *Fostering ambidexterity through paradoxical frames: A multilevel perspective*. European Group for Organizational Studies (EGOS), Helsinki, Finland. (This paper won the Best Paper Award of the Subtrack of Exploring the Paradoxes of Organizing and Organizations, EGOS, 2012.)
- Miron-Spektor, E., Efrat-Treister\*, D., Rafaeli, A., & Schwartz-Cohen\*, O. (2011, April). *Observing anger and creative and analytic thinking*. The 26th Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), Chicago, Illinois.
- Miron-Spektor, E., Beenen, G., & Mordehai\*, M. (2011, April). *Learning and performance goal orientations and individual creativity: Sequential vs. synchronous approach*. The 26th Annual Conference of the Society of Industrial and Organizational Psychology (SIOP), Chicago, Illinois.
- Kark, R, Miron-Spektor, E., Gorsky\*, R., & Kaplun\*, A. (2011, December). *Learning to innovate: The effect of exploration and exploitation on leaders' innovation*. Israel Organizational Behavior Conference (IOBC), Tel Aviv, Israel.
- Miron-Spektor, E., Beenen, G., & Argote, L. (2010, August). *The effect of dual goal orientations on individual creativity: A test of sequential versus synchronous approaches*. Academy of Management Annual Meetings, Montreal.
- Miron-Spektor, E., & Rafaeli, A. (2009, August). *The effects of anger in the workplace: When, where and why observing anger enhances or hinders performance*. Academy of Management Annual Meetings, Chicago.
- Miron-Spektor, E., Efrat-Treister\*, D., Rafaeli, A., & Schwarz\*, O. (2009, August). *Anger can enhance or hinder performance in creative and structured tasks*. Academy of Management Annual Meetings, Chicago.
- Argote, L., & Miron-Spektor, E. (2009, May) *Organizational learning*. New Directions in Organization Science Special Issue, Pittsburgh, Pennsylvania.
- Miron-Spektor, E., Erez, M., & Naveh, E. (2009, February). *The importance of conformists and attentive-to-detail members for team innovation: Reconciling the innovation paradox*. Center on Interdisciplinary Groups and Teams Spring Conference, Pittsburgh, Pennsylvania.
- Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2009, February). *First, get your feet wet: The effects of prior experience on team innovation*. Organization Science Winter Conference, Steamboat Springs, Colorado.
- Miron-Spektor, E., & Argote, L. (2008, August). *The effect of paradoxical cognition on individual and team innovation*. Academy of Management Annual Meetings, Anaheim, California.
- Argote, L., Miron-Spektor, E., & Reagans, R. (2008, August). *The two wonders of experience working together: Unpacking how matching work responsibilities and individual expertise and having a common language contribute to team performance*. Academy of Management Annual Meetings, Anaheim, California.
- Miron-Spektor, E., Efrat-Treister\*, D., & Rafaeli, A. (2008, August). *Emotions of others and performance in creative and structured tasks: The bright and dark sides of anger*. Academy of Management Annual Meetings, Anaheim, California.
- Miron-Spektor, E., Erez, M., & Naveh, E. (2007, August). *Balancing innovation attention-to-detail and outcome orientation to enhance innovative performance*. Academy of Management Annual Meetings, Philadelphia, Pennsylvania.

- Sivan, T., Miron-Spektor, E., De Haan, U., Fiegenbaum, A., & Erez, M. (2007, August). *Effect of team processes on new venture team's entrepreneurial knowledge and on the resulting opportunity expected economic value*. Academy of Management Annual Meetings, Philadelphia. Pennsylvania.
- Miron-Spektor, E. (2007, June). *Balancing exploration and exploitation to enhance innovation: A multilevel approach*. Conference on Identity, Innovation and Organizational Learning, Pittsburgh. Pennsylvania.
- Miron-Spektor, E., Erez, M., & Naveh, E. (2006, August). *The personal attributes that enhance individual versus team innovation*. Academy of Management Annual Meetings, Atlanta. Georgia.
- Sivan, T., Miron-Spektor, E., Fiegenbaum, A., Erez, M., & De Haan, U. (2006, June). *The impact of entrepreneurial team characteristics on opportunity expected economic value: The mediating role of competitive knowledge*. Babson Kauffman Entrepreneurship Research Conference, Bloomington. Indiana.
- Sivan, T., Fiegenbaum, A., De Haan, U., Miron-Spektor, E., & Erez, M. (2005, November). *Entrepreneurial management teams and the opportunity recognition process*. Conference on Teams: Composition, Regulatory Processes, and Outcomes, Haifa. Israel.
- Miron-Spektor, E., Erez, M., & Naveh, E. (2005). *The combination of innovation, quality, and efficiency in product development and manufacturing: Does quality hinder innovation?* The Eighth Conference of the Israel Society for Quality (ISQ), Tel Aviv, Israel.
- Miron-Spektor, E., Erez, M., & Naveh, E. (2005, August). *A multilevel approach to innovation: effects of personal characteristics of team members on individual and team performance*. Conference on Teams: Composition, Regulatory Processes, and Outcomes, Haifa. Israel.
- Sivan, T., Miron-Spektor, E., De Haan, U., Fiegenbaum, A., & Erez, M. (2005, June). *Managing knowledge to affect opportunity discovery—evaluation process to enhance expected economic value*. Babson Kauffman Entrepreneurship Research Conference, Boston. Massachusetts.
- Miron, E., Erez, M., & Naveh, E. (2003, August). *Does culture matter? A person x organizational culture interaction on performance outcomes of innovation, quality & efficiency*. Academy of Management Annual Meetings, Seattle, Washington.

### **Invited Seminars**

- 2021 – London Business School, ETH Zurich, Bar Ilan University (Psychology)
- 2019 – The University of Groningen, Netherlands
- 2018 – London School of Economics
- 2017 – University of Haifa (Psychology); Tel Aviv University (Business School)  
INSEAD, Singapore; City, University of London (Cass Business School); London Business School; Imperial College (entrepreneurship); University College London (Business school); INSEAD, France
- 2016 – University of Maryland (Business School); University of Delaware (Business School)
- 2015 – University College London, UK
- 2014 – Tel Aviv University (Business School); Ben-Gurion University (Business School); Technion (IE&M faculty)
- 2012 – Hebrew University (Psychology); Hebrew University (Business school)
- 2011 – Bar-Ilan University (Psychology); Tel Aviv University (Business School); Technion (IE&M faculty); University of Haifa (Business School)
- 2009 – Technion, IE&M faculty, Israel
- 2008 – Carnegie Mellon University, US

**Membership in Professional Societies**

Academy of Management, Association for Psychology Science, European Group for Organizational Studies