

**Racheli Gabel Shemueli Ph.D**  
**EXECUTIVE SUMMARY**

- She holds a Ph.D. in Business Management and Direction from ESADE Business School in Barcelona- Spain and a Master's degree in Organizational Behavior from Faculty of Management from the Tel Aviv University, Israel.
- For over 20 years she is leaving and working in Peru.
- For over 15 years she has filled various positions in companies within the service and high technology industries in Israel and in Peru.
- At present she is Associate Professor in the Pacifico Business School of the Pacific University in Lima, Peru. She is teaching courses on organizational behavior such as Emotional Intelligence, Leadership, Cross-Cultural competencies , Global leadership and cultural intelligence skills development for leaders as well international human resources strategies.
- Her intercultural experience (life and work) have lead her to investigate focuses on local and cross-cultural research issues such as global leader development, cultural intelligence in a global environment, as well as organizational culture and values change management,feedback,emotional intelligence ,occupational stress,burnout ,work engagement and performance.
- She has authored and co-authored several articles and book chapters in various academic and corporate publications.
- One of her publication has been Awarded as a Highly Commended Award Winner at the Literati Network Awards for Excellence 2012(outstanding winner for 2012) [www.emeraldinsight.com/literati](http://www.emeraldinsight.com/literati)  
Gabel Shemueli. R., Dolan. S.(2011). Do Emotions Matter? The Role of Emotional Intelligence Competences in Cross-cultural Adjustment for International Assignment, *Management Research: The Journal of the Iberoamerican Academy of Management*.
- Her consultancy has taken her to work with local and international corporations in the service and production industries. She has designed and implemented multiple management processes including organizational change, strategic planning and implementation of human resource programs, design of organizational structures, corporate climate and culture, global talent development and overseas cross cultural deployment management.

Racheli Gabel Shemueli Ph.D  
Av. Angamos Oeste 1664 # 1001 , San Isidro - Lima-Perú.  
Phones: (511)012215903,(511) 96410202  
E-mail: [gabel\\_r@up.edu.pe](mailto:gabel_r@up.edu.pe)

## CURRICULUM VITA

Specializing in International Human Capital Management (IHRM) organizational development and behavior, with more than 15 years of experience in executive positions in international corporations. Currently she is associate professor the Graduate School of Business of the Pacific University in Lima, Peru, integrating teaching and research academic's activities as well as consulting/mentoring in issues of HR strategy management and organizational development and behavior in local and international environments.

### EDUCACIÓN:

- Ph.D:** Business Direction and Management: 2002 – 2006  
ESADE -Business Schools of University Ramón Llull (Barcelona, Spain)  
Thesis: “Emotional intelligence as a predictor of cross - cultural adjustment and successful outcomes in international Assignment” (Final Note: Outstanding, Cum Laude).
- M. Sc.** Organizational Behavior: 1991 – 1996  
Tel - Aviv University's Faculty of Management – The Leon Recanati Graduate School of Business Administration(Tel –Aviv,Israel)
- B. A.** Educational Management and General Sciences 1989 – 1991  
Tel - Aviv University's Faculty of Education (Tel – Aviv, Israel).

### PROFESSIONAL EXPERIENCE:

#### Academic Activities:

- Graduate School Of Business –  
Pacific University – Lima ,Perú 2012 – to date  
Researcher -Professor(Full Time Academy)
- Esan University- Lima Perú 2008 - 2011  
Researcher and lecture

#### Visiting Professor:

- Department of Business Administration July-August 2015,16,17,18  
Faculty of Management- Human Resource Management  
Haifa University- Israel
- Business School of Management July- August-2012  
The Leon Recanati Graduate School of Business  
Administration-MBA  
Tel-Aviv University- Israel

- **Research area:** studies on HR management, organizational behavior and development, as well as on cross-cultural skills development and international assignment management.

*Main research lines:*

- Work engagement, burnout and Occupational stress
- Personal, organizational and national values cross cultural comparison.
- Organizational and national culture
- Intercultural and diversity management
- International assignment and global leaders.
- Emotional intelligence and cultural Intelligence
- Leadership styles and feedback seeking

- **Teaching-lecture:** MBA, HR Master programs and graduate-courses

- International HR Strategy
- Cross cultural skill development for global leaders
- Intercultural management.
- Recruitment and selection strategies
- Leadership talent management
- Emotional intelligence and cultural Intelligence- theories and skills development
- Research Methodologies for HR

– **Organizational – In company activities:**

- **Consultant / Mentor:**

2004- to date

- Mentoring and working with the companies representatives on in the process of analysis, design, planning and implementation of strategic and functional plans and activities in the following topics:
  - Organizational Development: Design of organizational structure; Organizational changes; Climate, culture and organizational values; Strategy and HR functional management;
  - International Strategy HR (IHR); Management of international assignment; Intercultural management of the global leaders; Work values in cross cultural managements; In country- cross cultural skill development (Leadership, Conflict management, Communication and Group management)
  - Facilitator with leaders: Emotional Intelligence skill development (facilitator); Cross cultural adjustment process (facilitator in country)

- **Positions in organizations:**

**Gilat Peru:**

1998 - 2002

Multinational subsidiary of Gilat Satellite Network Inc. The world leader in designing, developing, manufacturing and selling of communications products and services

- **Organizational Development Manager, HR and corporate image**

Key activities:

- Planning, development and implementation of organizational and functional structure; Design and implementation of management

strategy and human capital development; Design and implementation of the Customer Service area and service quality.; Collaboration with the General Manager in the implementation of external communication strategy of the company.

**Manpower: Israel & Perú**

1992 - 1998

Worldwide leader in organizational consulting professionals recruitment, y and payroll administration. Operating in over 42 countries worldwide.

Head of Operations-Peru

1997 – 1998

Outsourcing HR services- Israel

1992 - 1996

**ASSOCIATIONS:**

- The Academy of Management (AOM)
- The Society for Human Resource Management (SHRM)
- Peruvian society of HR(APERHU)

**ADDITIONAL CERTIFICATIONS:**

- **Leveraging Neuroscience for Business Impact-** Wharton Executive Education September, 2020
- **People Analytics-** Seminarium Perú September, 2020
- **Metodologías Ágiles para RR.HH-** Switch Lab Perú August, 2020
- **Building Personal Resilience-Learning to Thrive in Turbulence-** Resilience Alliance September, 2018
- **Cultural intelligence certification –CQ-** Level 1 & 2, The Cultural Intelligence Center,LLC. March, 2017
- **Coaching By Values:** Certification on Traixail Model for coaching September, 2014
- **Emotional Intelligence:** Certification on administration of Emotional Intelligence Test (MSCEIT) and in EI skills development programs, Yale University. August, 2010
- **Focus Managment:** Implementation Methodology optimization of organizational resources, Dr.Boaz Ronen, Milano, Italy. December, 2008

**Others Academic activities:**

- Co-chair of Leadership and Human resource management Track-CLADEA ,2018
- Co-chair of Leadership and Human resource management Track-CLADEA ,2017
- Co-Guest Editor- Academia Revista Latinoamericana de Administración (ARLA)- Special Issue (in process)
- Honored member of the IAMB Advisory Board-2018-2021
- ID ORCID: 0000-0003-2713-2321

**DEMOGRAPHICS:**

- Age: 55 years
- Married with 2 Daughters

\* See annex for academics activities details.

\* Recommendations upon request.

## PUBLICATIONS AND PRESENTATIONS IN THE ACADEMIC AND BUSINESS FIELDS (Spanish and English):

### Publications:

#### Papers:

- Gabel-Shemueli, R., Westman, M., Chen, S., Bahamonde, D., (2019). "Does cultural intelligence increase work engagement? The role of idiocentrism-allocentrism and organizational culture in MNCs", *Cross Cultural Strategic Management*, 26(1), 46-66, <https://doi.org/10.1108/CCSM-10-2017-0126>
- Gabel-Shemueli, R., Dolan, S.L. & Zuraz -Ceretti, A.S.(2017). Work conditions and engagement among nurses in Uruguay, *Academia Revista Latinoamericana de Administración*, 30(1):59-71.
- Gabel-Shemueli, R., Dolan, S.L., Zuraz -Ceretti, A.S., & Nuñez del Prado, P. (2016). Burnout and Engagement as Mediators in the Relationship Between Work Characteristics and Turnover Intentions Across Two Ibero-American Nations, *Stress and Health*, 32(5):597-606.
- Canhila, K., Gabel-Shemueli, R. & Dolan, L.(2015). Antecedent Factors for Success in International Assignments: The Case of Expatriates in Peru, *Journal of Global Mobility*, 3(4):378-396.
- Castano, N., Sully de Luque, M.F., Wernsing, T., Ogliastri, E., Gabel -Shemueli, R., Fuchs, R.M., & Robles-Flores, J.A.(2015). El Jefe: Differences in Expected Leadership Behaviors across Latin American Countries, *Journal of World Business*, 50: 584-597.
- Gabel-Shemueli, R., Dolan, S.L. & Zuraz -Ceretti, A.S.(2014). Being engaged: The multiple interactions between job demands and job resources and its impact on nurses engagement, *International Journal of Nursing*, 3(2).
- Gabel Shemueli, R. & Kapell, B.(2013). Public Sector Values in Peru: Between the Real and the Ideal, *CCM-Cross Cultural Management: an International Journal*, 20, 4, 586-606.
- Gabel Shemueli, R., Yamada, G. & Dolan, S.(2013). Lo que vale el trabajo en el sector público: Estudio exploratorio del significado de los valores organizacionales en el sector público en Perú, *Journal of Work and Organizational Psychology*, 29:15-20.
- Gabel Shemueli, R., Peralta Rondán, V., Paiva Lozano, R.A., y Aguirre Huaracaya, G.(2012). Estrés laboral: Relaciones con inteligencia emocional y factores demográficos y ocupacionales, *Revista Venezolana de Gerencia (RVG)*, 17(58):271-290.
- Gabel Shemueli, R., Dolan, S.(2011). Do Emotions Matter? The Role of Emotional Intelligence Competences in Cross-cultural Adjustment for International Assignment, *Management Research: The Journal of the Iberoamerican Academy of Management*, 9(3):207-229.
- Awarded as a Highly Commended Award Winner at the Literati Network Awards for Excellence 2012 (outstanding winner for 2012) [www.emeraldinsight.com/literati](http://www.emeraldinsight.com/literati) Direct link to all Outstanding and Highly Commended Papers <http://www.emeraldinsight.com/authors/literati/awards.htm?year=2012>
- Gabel-Shemueli, R., Dolan, S., Cerdin, J.L. (2005). Emotional Intelligence as predictor of cultural adjustment for success in global assignment, *Career Development International Journal*, 10(5):75-359.

*Other publications:*

Ogliastri,E.,Leiva,J.C., Gabel-Shemueli,R.& Chavez-Bedoya,L.(2020).Best Selected papers of CLADEA 2017 and 2018 Conferences, *Academia Revista Latinoamericana de Administración (ARLA)*,33(1),pp.1-8.

Dolan, S., Gabel-Shemueli ,R.(2005). El papel de la inteligencia emocional como un factor de éxito, *Staff Empresarial*, 89:44- 48,España.

Gabel Shemueli ,R.(2004). La inteligencia emocional como un factor de éxito para la asignación internacional, *Master*, Año 1(2):10, Perú.

Gabel Shemueli ,R.(2004). La inteligencia emocional Emotional intelligence, key to success of global managers, *C& D Conocimientos & Dirección*, 58:70-75,Argentina. (Spanish).

**Book Chapter and work documents:**

Elicker, J.D.,Cubrich, M.,Chen, J.M., Sully de Luque, M., Gabel-Shemueli,R.(2019). Employee Reactions to the Feedback Environment. In Williams,J.R. and Steelman,L.A. (Eds.), *Feedback in the Workplace: Bringing Research and Practice Together*, Springer Nature Switzerland AG ,pp.175-192.  
<https://doi.org/10.1007/978-3-030-30915-2>

Dolan,L & Gabel-Shemueli,R.(2015). Organizational Psychology, *The SAGE Encyclopedia of Quality and the Service Economy*.pp. 476-480, SAGE Publications, Inc.

Gabel -Shemueli,R., Dolan.S. (2008). The international assignment: the case of Spanish professionals in Peru, Capitulo en el primer informe anual OEME, 2007-2008- *Observatorio de la Empresa Multinacional Española. (Spanish)*.

Sully de Luque ,M.F.,Arbaiza Fermini,L.,Gabel Shemueli ,R. (2007). HR managment in Perú, ,in *La Gestión de los Recursos Humanos*, 3<sup>nd</sup> ed , Dolan,L.S., Cabrera ,R.V.,Jackson,S.E., Schuler ,R.S.Mc Graw Hill ,Interamericana de España. (Spanish).

Gabel-Shemueli,R.,(2005). Inteligencia Emocional; perspectivas y aplicaciones ocupacionales, Esan Ediciones: *Documento de trabajo*, N.16.

**Conference(Academic & Executive):**

Contextual Feedback Seeking: Conditional Effects of Individual Power Distance & Feedback Orientation, Academy of Management Conference, Vancouver, Canada(August,2020).

Peer Feedback-Seeking: Importance of Feedback Environment Referents and Individual Cultural Values- Academy of Management Conference,Boston,USA(August,2019).

Putting a price on trust and distrust, Symposium, EURAM Conference, Lisbon,Portugal, (June,2019).

Engagement and Performance in Call Centers- The Role of Leadership and Feedback-Seeking -The 25<sup>th</sup> IAMB Conference Lisbon, Portugal(Octubre,2018). *Awarded, Best Applied Manuscript*

Panel of expert- 25 congreso de gestión humana (Septiembre ,2018) <http://aperhu.pe/aperhu/>

Being Globally Engaged- The role of cultural intelligence, organizational culture and individualism-collectivism, 10th International Conference of the Iberoamerican Academy of Management (Diciembre,2017)

- Women in the business environment-Panelist Business Woman Summit ,(October ,2017,Spanish).
- Nurturing Global Mind-set within MBA Studies -AMBA's Latin America Conference(September, 2017).
- Leadership abilities in global environment, AIPA Israel(March,2017,Hebrew).
- Emotional intelligence: the art of integrating feeling and thinking as a significant ability for the leader, Seminar for HR managers, LAHAV, Tel-Aviv University, Tel-Aviv, Israel, Gabel-Shemeuli,R. (November,2016,Hebrew)
- Engagement in call center-The role of leadership style and Feedback Seeking, *X international workshop on HR,Cadiz, Spain* Gabel-Shemeuli,R., Alcócer,P., Mathews,M.A., Flores,A. (November,2016).
- Developing Cross Cultural Competence in Global Leaders and Managers- Kawamura,K., Gabel-Shemueli,R., Dolan,S., Tung,R.,Lau,D.PDW- AOM Conference- (August,2015)
- Pensar Global –Actuar local - Inteligencia Cultural, *E&Y, Waime-Lima –Perú*, Gabel-Shemeuli,R (July,2015).
- La inteligencia emocional de la mujer, Conferencia: el ADN del profesional del futuro en empresas de energía y de las ciencias de la tierra, *E&Y, Waime-Lima –Perú*, Gabel -Shemueli ,R.(May,2015).
- Talenting y el desarrollo del Talento, *Conferencia Annual, YPO*, Lima, Perú. Gabel-Shemeuli,R & Dolan,S.(March,2014).
- Pensar Global-Actuar Local- Inteligencia Cultural – Santiago-Chile. Gabel -Shemueli ,R.(March,2014).
- A voyage into the power of cross-cultural awareness and behavior to enhance cross-cultural competency skill, *Academy of Management- PDW*. Kawamura,K.,Dolan,S., Caruso,D., Konis,E., Rockstuhl,T.& Gabel-Shemueli,R.(August,2014).
- El Jefe- Differences in expected leadership Behavior across Latin American Countries, Conferencia- *Academy of Management*. Castaño,N., Sully de Luque,M.F., Wernsing,T., Ogliastri,E.,Gabel –Shemueli,R., Fuchs,R.M.,& Robles-Flores,J.A.(August, 2015).
- Lo que vale el trabajo en el sector público: Estudio exploratorio del significado de los valores organizacionales en el sector público en Perú. Paper presentado presentado en *CLADEA Conferencia Anual-* Perú. Gabel -Shemueli ,R.,Dolan,S.,Yamada,G.(December,2012).
- Los perfiles de comportamiento:estilos de negociación, comunicación y liderazgo-estudio exploratorio, Paper será presentado en *CLADEA Conferencia Anual-* Perú. Gabel -Shemueli ,R., Matos,N.(Diciembre,2012).
- Ask to learn and learn to do: the interaction between the Practice and research organization in the Academy, *Congreso de Gestión de Personas, Seminarium*, Lima, Perú, (Octubre ,2010). (Spanish).
- Global Managers competencias- the role of Emotional Intelligence- *Annual Congress of Ibroamerican Academy of Management. Portugal*, (December, 2005).
- Emotional Intelligence for International assignment - *CLADEA Conferencia Anual* - Chile: Sesión pre-doctoral, (Octubre,2005).
- Emotional Intelligence as predictor of cultural adjustment for managerial success in global assignment: preliminary results anchored in a strategy HR selection model – *Annual conference of International HR – España*, Abril, 2005.

