

**CURRICULUM VITAE and LIST OF PUBLICATIONS**  
**Dr. Gil Bozer Ph.D.**



**Gil Bozer, PhD**

Present Affiliation: [Sapir Academic College](#)

Current position: Senior Lecturer in the Department of Human Resource Management

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Speciality: Workplace Coaching, Leadership and Talent Development

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[Google Scholar](#) | [ResearchGate](#) | [ORCID](#) | [Publons](#)

**Academic Education**

**Ph.D.** 2007-2011

*Monash University, Management Department, Australia*

Field of Study: Workplace Coaching. Dssertation: ‘Executive Coaching

Effectiveness: A Conceptual and Empirical Foundation’

Supervisors: Prof. James C. Sarros, Co-supervisors: Assoc. Prof. Ross Donohue, & Assoc. Prof. Andrew Pirola-Merlo

**MBA** 2003-2005

*Ono Academic College, Graduate Business School, Israel*

**B.A.** 1997-2000 *Cum laude*

*Ben-Gurion University of the Negev, Israel*

Human Resource Management (cum laude)

**Academic Positions**

**Human Resource Management Department, Sapir Academic College,  
Israel**

2018-Present *Senior lecturer, with tenure*

2011-2018 *Lecturer, tenure-track*

2009-2011 *Adjunct Lecturer*

**École des Ponts Business School, Paris, France**

2017-Present *Visiting Professor of leadership & Research Fellow, Doctoral Supervisory Faculty*

**Business School, College of Law & Business, Israel**

2015-2016 *Adjunct Lecturer*

**Business School, Ruppin Academic Center, Israel**

2009-2016 *Adjunct Lecturer*

## **Offices in Academic Administration and Service**

### **Sapir Academic College, Israel**

- 2019-Present *Admissions Committee Member* for the master's degree program in Human Resource Management and Development.
- 2013-Present *Pedagogy Committee Member*, Human Resource Management Department
- 2017-2020 *Innovative and Creative Teaching and Learning Committee member*
- 2016-2019 *Development Team Member*, Essential Skills Course, IN2IT project (EU Internationalization by Innovative Technology)

## **Scholarly Positions and Activities outside the Institution**

### **Membership in Professional/Scientific Societies**

- Academy of Management (AOM)
- European Association of Work and Organizational Psychology (EAWOP)
- British Academy of Management (BAM)
- European Academy of Management (EURAM)
- Leadership Research Committee of EuroMed Research Business Institute

### **Editorial Positions**

- 2018-2020 Guest Editor, Special Issue 'Advances in Psychology of Workplace Coaching'- [\*Applied Psychology: An International Review\*](#)

### **Editorial Board Member**

- 2021-Present Editorial Board Member, [\*International Journal of Training and Development\*](#)
- 2021-Present Editorial Board Member, [\*International Coaching Psychology Review\*](#)
- 2019-Present Editorial Board Member- [\*Leadership & Organization Development Journal\*](#)
- 2017-Present Editorial Board Member- [\*Journal of Management and Change\*](#)
- 2016-Present Editorial Board Member- [\*Development and Learning in Organizations: An International Journal\*](#)
- 2013-2019 Editorial Board Member & Associate Editor- [\*International Leadership Journal\*](#)

### **Ad Hoc Reviewer**

- [\*Journal of Managerial Psychology\*](#)
- [\*Journal of Management\*](#)
- [\*Journal of Vocational Behavior\*](#)
- [\*Human Resource Management Journal\*](#)
- [\*Leadership & Organization Development Journal\*](#)
- [\*Frontiers in Psychology\*](#)
- [\*Personnel Review\*](#)
- [\*Journal of Management & Organization\*](#)
- [\*European Journal of International Management\*](#)
- [\*International Journal of Training and Development\*](#)
- [\*Nonprofit Management & Leadership Journal\*](#)
- [\*Human Service Organizations: Management Leadership, & Governance\*](#)
- [\*International Coaching Psychology Review\*](#)

- [International Journal of Mentoring and Coaching in Education](#)
- [Journal of Organizational Effectiveness: People and Performance](#)

### **Ad Hoc External Doctoral Examiner**

2014	<i>Segmentation and targeting to recruit high potentials in the pharmaceutical industry</i>	Jan Posthumus, International School of Management, Paris
2017	<i>Succession planning in religious organizations: A qualitative study of succession planning in small French churches</i>	Michael James, International School of Management, Paris
2019	The process of transformative learning in executive coaching: A realist evaluation	Gloria Mbokota, Gordon Institute of Business Science, University of Pretoria
2021	Towards the professionalization of coaching: The effects of coaching on psychological resources, job attitudes and performance – a between and within-person analysis	Andrea Fontes, ISCTE – University Institute of Lisbon

### **Conference Presentations**

**Bozer, G.**, Delegach, M. & Kotte, S. (2021, August). *Organizational coaching context, coachee regulatory focus and pre-coaching motivation: An experimental study*. 81st virtual Annual Meeting Academy of Management.

**Bozer, G.**, Delegach, M. & Kotte, S. (2021, June). *Congratulations, you are assigned to coaching! An experimental study on the influence of organizational coaching context on pre-coaching motivation and the role of regulatory focus*. 21st virtual European Academy of Management (EURAM) conference.

**Bozer, G.** (2021, January). *Workplace coaching: Charted and uncharted territories*. 17<sup>th</sup> virtual Annual Coaching and Mentoring Research Conference, Oxford Brookes University (**Keynote Speaker**).

**Bozer, G.**, Delegach, M. (2019, August). *A theoretical framework of culturally- and context-sensitive workplace coaching: The importance of coachee regulatory focus*. 79st Annual Meeting Academy of Management, Boston, MA.

**Bozer, G.** (2019, June). *The "bright" and "shadow" aspects of in extremis leadership*. International Interdisciplinary Conference on Failed Leadership, Warsaw, Poland.

Posthumus, J., **Bozer G.**, & Santora, J. C. (2017, October). *Establishing a definition of high potentials as a prerequisite to applying quantitative recruitment and management tools*. 6<sup>th</sup> Workshop on Talent Management, Barcelona, Spain.

Jones, R. J., & **Bozer, G.** (2016, September). *Why workplace coaching research needs greater scientific rigor: A systematic review and recommendations for future research*. 30<sup>th</sup> Annual Conference British Academy of Management, Newcastle, UK.

**Bozer, G.** (2016, June). *Coaching and Cooperation: pleonasm or oxymoron?* 16th Annual European Academy of Management (EURAM) Conference, Paris, France.

Tzur, Y., **Bozer G.**, & Santora, J. C. (2015, July). *Leadership under fire: To be or not to be.* 32<sup>th</sup> conference of the World Association for Case Method Research and Application (WACRA), Odense, Denmark.

Posthumus, J., **Bozer G.**, & Santora, J. C. (2015, May). *Application of segmentation and targeting in the recruitment of high potentials in the pharmaceutical industry.* EuroMed Academy of Business Conference, Paris, France.

**Bozer, G.**, & Kuna, S. (2014, July). *Nonprofit executive succession planning: Israeli perspective.* 11<sup>th</sup> International Conference of the International Society for Third Sector Research (ISTR), Muenster, Germany.

**Bozer, G.**, Sarros, J. C., & Santora, J. C. (2013, July). *Who is best qualified to be a coach? Academic background and credibility in executive coaching.* 3<sup>th</sup> Global Innovation & Knowledge Academy, Valencia, Spain.

**Bozer, G.**, & Kuna, S. (2013, February). *Organizational impediments to executive succession planning in the Israeli nonprofit sector.* 44<sup>th</sup> Israeli Sociological Society Conference, Ruppin Academic Center, Israel.

### **Organization of Conferences or Sessions**

Kotte, S, Graßmann, C., **Bozer, G.**, Lai, Y-L. (2021, December). *Advancing Theory, Research, and Practice of Workplace Coaching.* EAWOP Small Group Meeting (SGM), Berlin, Germany.

### **Invited Workshops\ Colloquium Talks**

*Teaching and learning in Sapir's hybrid space* (2020, February). Inter-University Center for E-Learning, eXlab, Sapir Academic College, Israel.

*Personal vision and team building workshop* (2019, November). Digital Health Lab, eXlab, Sapir Academic College, Israel.

*Personal leadership development* (2019, June). Erasmus+ Staff Mobility for teaching, SWPS University of Social Sciences and Humanities, Warsaw, Poland.

*Management and leadership in a Hyper-global environment* (2019, June). Advanced HR IDF officers' course, IDF, Israel.

*Leadership in a changing era* (2018, June). IDF officers Academy, IDF, Israel.

*Networking as a managerial tool for excellence* (2016, June). SIT China Executive Program, Sapir Academic College, Israel.

*Leadership in the 21st century* (2014, March). Advanced Program for Staff officers, Academy for Senior staff Police Officers, Israel.

*Executive coaching effectiveness- Key antecedents of effective one-on-one executive coaching* (2012, January). Department Colloquium, The Organizational Behavior Program, Graduate School of Business Administration, Tel-Aviv University, Israel.

*Executive coaching in a family business* (2009, May). MBA program for family business, Kellogg School of Management, Northwestern University, Chicago, IL.

### **Grants Awarded**

<b>Role in Research</b>	<b>Co-Researchers</b>	<b>Topic</b>	<b>Funded by</b>	<b>Year</b>
<b>Co-PI</b>	Silja Kotte, HMKW University of Applied Sciences for Media, Communication and Management, Germany	Human-led vs. hybrid human-led/chatbot-supported coaching for organizations: A quasi experimental field study on distance coaching as an emerging HRD practice	European Academy of Management (EURAM)/ 5000 Euro	2021
<b>Co-PI</b>	Silja Kotte, Kassel University, Germany; Carolin Graßmann, Victoria International University of Applied Sciences, Germany; Yi-Ling Lai, Birkbeck University of London, UK	Advancing theory, research, and practice of workplace coaching	European Association of Work and Organizational Psychology (EAWOP)/ 3500 Euro	2019
<b>Co-PI</b>	Yi-Ling Lai, & Darren Van Laar, University of Portsmouth, UK; Qing Wang, East China Normal University	Post graduate supervisor coaching behaviors research	University of Portsmouth/ 1500 Pounds	2019

### **Scholarships, Awards and Prizes**

- 2020-2021 **Outstanding Contribution to Research**, Sapir Academic College Research Authority
- 2020 **Emerald Literati Award for Outstanding Reviewer**: Leadership & Organization Development Journal.
- 2017 **Emerald Literati Award for Highly Commented Paper**: “Succession in family business: Multisource perspectives” (Bozer, G., Levin, L., & Santora, J. C.)
- 2015 **Best Paper Award**, Clute Institute International Business & Education Conference, June 7-11, London: “Succession issues in a religious association” (Santora, J. C., James, M., & Bozer, G.)
- 2013-2017 **Vice-President’s Award for Outstanding Contribution to Teaching and Learning**, Sapir Academic College
- 2007-2010 **Graduate Research Scholarship**, Monash Business School, Australia

2003            **Merit Scholarship for Excellence in Service** as HR Officer, IDF  
2000            **Outstanding Distinguished Officer**, Israel Military Academy

## **Teaching Experience**

### **Courses Taught in Recent Years**

#### **B.A. Students**

- *MOOC: Essential Skills* (2017-Present)
- *Current Approaches in Management* (2016-Present)
- *Managerial Communication* (2010-Present)
- *Selected Issues in Management and Leadership* (2009-2019)
- *Human Resource Management* (2011-2016)
- *Seminar: Research Topics in Leadership* (2014-2016)

#### **M.A. Students**

- *Development of Managerial and Leadership Skills* (2017-Present)
- *Practicum in HRD and OD*: supervised 18 graduate students' independent field projects in HRM and organizational consulting (2017-Present)

#### **Executive Workshops / Corporate Education**

- *The Organizational Machine: from Vision to Strategy* (2019-Present)
- *Leadership in a Hyper-Global Environment* (2016-Present)
- *Managing Organizational Behaviour* (2012-2016)
- *Coaching as a Managerial Development tool* (2012-2014)
- *Managerial Empowerment in a Global Workplace* (2011-2013)

## **Professional Experience**

1999-2001    Israel Defense Forces: HR Commander of a Combat Battalion (Lieutenant).  
2002-2003    Israel Defense Forces: Assistant officer for brigade sergeant.  
2003-2005    Israel Defense Forces: Deputy Commander of Junior officers Department  
                  (Captain): Adjutant Corps.  
2005-2006    First International Bank of Israel, Israel: Investment & Private Banker.  
2006-2008    Instanz Nominees Pty Ltd, Australia: Investment Analyst & Researcher.

## **PUBLICATIONS**

### **Ph.D. Dissertation**

**Bozer, G.** (2011). [\*Executive Coaching Effectiveness- A Theoretical and Empirical Foundation\*](#), 305pp. English, Faculty of Business and Economics, Monash University, Melbourne, Australia.

### **Articles in Refereed Journals**

#### **Published**

1. **Bozer, G.**, & Pirola-Merlo, A. (2007). How effective is your coach. *Monash Business Review*, 2(2), 44-45. doi: [10.2104/mbr07030](https://doi.org/10.2104/mbr07030)
2. **Bozer, G.**, Levin, L., & Hartel, C. (2008). Executive coaching in a family business environment. *The Business Review, Cambridge*, 9(2), 200-211.

3. Hartel, C. E. J., **Bozer, G.**, & Levin, L. (2009). Family business leadership transition: How an adaptation of executive coaching may help. *Journal of Management and Organization*, 15(3), 378-391. doi: [10.1017/S1833367200002686](https://doi.org/10.1017/S1833367200002686), (IF=0.481/Q2)
4. **Bozer, G.**, & Sarros, J. C. (2012). Examining the effectiveness of executive coaching on coachees' performance in the Israeli context. *International Journal of Evidence Based Coaching and Mentoring*, 10(1), 14-32.
5. **Bozer, G.**, Sarros, J. C., & Santora, J. C. (2013). The role of coachee characteristics in executive coaching for effective sustainability. *Journal of Management Development*, 32(3), 277-294. doi: [10.1108/02621711311318319](https://doi.org/10.1108/02621711311318319), (IF=0.32/Q2)
6. **Bozer, G.**, & Kuna, S. (2013). Israeli perspective on nonprofit executive succession planning. *International Leadership Journal*, 5(3), 10-27.
7. **Bozer, G.**, Sarros, J. C., & Santora, J. C. (2014). Executive coaching: Guidelines that work. *Development and Learning in Organizations: An International Journal*, 28(4), 9-14. doi: [10.1108/DLO-05-2013-0020](https://doi.org/10.1108/DLO-05-2013-0020), (Q4)
8. **Bozer, G.**, Sarros, J. C., & Santora, J. C. (2014). Academic background and credibility in executive coaching effectiveness. *Personnel Review*, 43(6), 881-897. doi: [10.1108/PR-10-2013-0171](https://doi.org/10.1108/PR-10-2013-0171), (IF=0.96/Q2)
9. **Bozer, G.**, & Joo, B.-K. (2015). The effects of coachee characteristics and coaching relationships on feedback receptivity and self-awareness in executive coaching. *International Leadership Journal*, 7(3), 36-58.
10. **Bozer, G.**, Joo, B.-K., & Santora J. C. (2015). Executive coaching: Does coach-coachee matching based on similarity really matter? *Consulting Psychology Journal: Practice & Research*, 67(3), 218-233. doi: [10.1037/cpb0000044](https://doi.org/10.1037/cpb0000044), (Q3)
11. Santora, J. C., Sarros, J. C., **Bozer, G.**, Esposito M., & Bassi, A. (2015). Nonprofit executive succession planning and organizational sustainability: A preliminary comparative study in Australia, Brazil, Israel, Italy, Russia and the United States. *Journal of Applied Management & Entrepreneurship*, 20(4), 66-83. doi: [10.9774/GLEAF.3709.2015.oc.00006](https://doi.org/10.9774/GLEAF.3709.2015.oc.00006)
12. **Bozer, G.**, Kuna, S., & Santora, J. C. (2015). The role of leadership development in enhancing succession planning in the Israeli nonprofit sector, *Human Service Organizations: Management, Leadership, & Governance*, 39(5), 492-508. doi: [10.1080/23303131.2015.1077180](https://doi.org/10.1080/23303131.2015.1077180), (IF=0.75/Q3)
13. Tzur, Y., **Bozer G.**, & Santora, J. C. (2015). Leadership under fire: To be or not to be. *International Journal of Case Method Research & Application*, 27(4), 259-264.
14. Posthumus, J., **Bozer G.**, & Santora, J. C. (2016). Implicit assumptions in high potentials recruitment. *European Journal of Training and Development*, 40(6), 430-445. doi: [10.1108/EJTD-01-2016-0002](https://doi.org/10.1108/EJTD-01-2016-0002) (Emerging Sources/Q2)
15. Santora, J. C., James, M. & **Bozer, G.** (2017). Succession planning in a religious association: Preliminary findings and analyses. *The Business Review, Cambridge*, 25(1), 9-15.
16. Santora, J. C. & **Bozer, G.** (2017). Like father, like daughter: Dysfunctional generational transition. *International Leadership Journal*, 9(3), 124-129.
17. **Bozer, G.**, Levin, L., & Santora, J. C. (2017). Succession in family business: Multisource perspectives. *Journal of Small Business and Enterprise Development*, 24(4), 753-774. doi: [10.1108/JSBED-10-2016-0163](https://doi.org/10.1108/JSBED-10-2016-0163), (Q1)



18. **Bozer, G., & Jones, R. J.** (2018). Understanding the factors that determine workplace coaching effectiveness: A systematic literature review. *European Journal of Work and Organizational Psychology*, 27(3), 342-361. doi: [10.1080/1359432X.2018.1446946](https://doi.org/10.1080/1359432X.2018.1446946), (IF=2.60/Q1)
19. \*Jones, R. J., & **Bozer, G.** (2018). Advances in the psychology of workplace coaching. *Applied Psychology: An International Review*, 67(4), 768-772. doi: [10.1111/apps.12164](https://doi.org/10.1111/apps.12164), (IF=3.27; 5 year IF=3.53/Q1)
20. \*Santora, J.C., **Bozer, G.**, & Kooskora, M. (2019). Views of Estonian nonprofit executives on succession: Lessons from the field. *Development and Learning in Organizations: An International Journal*, 33(3), 5-8. doi: [10.1108/DLO-08-2018-0098](https://doi.org/10.1108/DLO-08-2018-0098)
21. \*Posthumus, J., **Bozer G.**, & Santora, J. C. (2019). The use of market analytics in the recruitment of high potentials in the pharmaceutical industry. *European Journal of International Management*, 13(4), 496-514. doi: <https://dx.doi.org/10.1504/EJIM.2018.10014150>, (IF=2.15; 5 year IF=1.7/Q2)
22. \***Bozer, G.**, & Delegach, M. (2019). Bringing context to workplace coaching: A theoretical framework based on uncertainty avoidance and regulatory focus. *Human Resource Development Review*, 18(3), 376-402. doi: [10.1177/1534484319853098](https://doi.org/10.1177/1534484319853098), (IF=2.77; 5 year IF=3.41/Q2)
23. \*Joo, B.-K., **Bozer, G.**, & Ready K. J. (2019). A dimensional analysis of psychological empowerment on engagement. *Journal of Organizational Effectiveness: People & Performance*, 6(3), 186-203. doi: [JOEPP-09-2018-0069](https://doi.org/10.1108/JOEPP-09-2018-0069) (Emerging Sources)
24. \***Bozer, G.**, & Jones, R. J. (2021). Introduction to the special issue on advances in the psychology of workplace coaching. *Applied Psychology: An International Review*, 70(2), 411-419. doi: [10.1111/apps.12305](https://doi.org/10.1111/apps.12305), (IF=3.71/Q1)
25. \***Bozer, G.**, Delegach, M., & Kotte, S. (in press). The influence of organizational coaching context on pre-coaching motivation and the role of regulatory focus: An experimental study. *Human Resource Development Quarterly*. doi: [10.1002/HRDQ.21462](https://doi.org/10.1002/HRDQ.21462), (IF=4.077/Q1)

\* Since Last Promotion

## **Chapters in Scientific Books**

### **Published**

1. Santora, J. C., & **Bozer, G.** (2017). Leadership and planning. In J. Marques & S. Dhiman (Eds.), *Leadership today: Practices for personal and professional performance* (1st ed., pp. 401-413). Cham, Switzerland: Springer International Publishing. doi: [10.1007/978-3-319-31036-7](https://doi.org/10.1007/978-3-319-31036-7)
2. \***Bozer, G.**, & Zylicz, O. (2021). Should I stay or should I go?. In *SAGE Business Cases*. SAGE Publications. doi: [10.4135/9781529744057](https://doi.org/10.4135/9781529744057)
3. \*Zylicz, O., & **Bozer G.** (2021). The effectiveness of workplace coaching. In M. Sidor-Rządowska (Ed.), *Coaching: Theory, practice, case studies* (2<sup>nd</sup> ed., pp. 136-154). Wolter Kluwer.
4. \*Kotte, S. C., & **Bozer, G.** (2021). Workplace coaching research: Charted and uncharted territories. In S. Greif, H. Moller, W. School, J. Passmore, & F. Muller (Eds.), *International Handbook of Evidence-Based Coaching – Theory, Research and Practice* (pp. XXX-XXX). Berlin: Springer.



## Articles in Conference Proceedings

### Published

1. **Bozer, G.**, Joo, B.-K., Sarros, J. C., & Santora, J. C. (2014). *Executive coaching: The effect of coach-coachee match on coaching*. Midwest Academy of Management 57<sup>th</sup> Annual Meeting. Minneapolis, MN.
2. **Bozer, G.**, & Kuna, S. (2014). *Nonprofit executive succession planning: Israeli perspective*. Paper presented at the 11th International Conference of the International Society for Third Sector Research. Muenster, Germany.
3. Jones, R. J., & **Bozer, G.** (2016). *Why workplace coaching research needs greater scientific rigour: A systematic review and recommendations for future research*. Paper presented at the British Academy of Management 30<sup>th</sup> Annual Conference. Newcastle, UK.
4. Posthumus, J., **Bozer, G.**, & Santora, J. C. (2017). *Establishing a definition of high potentials as a prerequisite to applying quantitative recruitment and management tools*. 6<sup>th</sup> Workshop on Talent Management. Barcelona, Spain.
5. \***Bozer, G.**, & Delegach, M. (2019). *A theoretical framework of culturally and-context-sensitive workplace coaching*. Paper presented at the 79th Academy of Management Annual Meeting. Boston, MA. doi: [10.5465/AMBPP.2019.12020symposium](https://doi.org/10.5465/AMBPP.2019.12020symposium)
6. \***Bozer, G.**, & Delegach, M., Kotte, S. C. (2021). *Coaching context, coachee regulatory focus and pre-coaching motivation: An experimental study*. Paper presented at the 81th Academy of Management Annual Meeting. doi: [10.5465/AMBPP.2021.11537abstract](https://doi.org/10.5465/AMBPP.2021.11537abstract)

## Other Scientific Publications

### Published

1. Santora, J.C. & **Bozer, G.** (2015). Introduction to the special issue on coaching for workplace leadership. *International Journal of Leadership* 7(3), 3-6.
2. Santora, J.C. & **Bozer, G.** (2015). How nonprofit organizations can ensure stability and sustainability through succession planning: Make HR a strategic partner in the process. *Strategic HR Review*, 14(6), 245-246. doi: [10.1108/SHR-09-2015-0069](https://doi.org/10.1108/SHR-09-2015-0069)
3. Posthumus, J., Santora, J. C., & **Bozer, G.** (2017). How can HR practitioners complement search algorithms in recruitment of high potentials? *Strategic HR Review*, 16(3), 150-152. doi: [10.1108/SHR-09-2016-0086](https://doi.org/10.1108/SHR-09-2016-0086)

## Publications in Practitioner Journals and Popular Press

1. **Bozer, G.** (2009). Leadership and organizational success. *Leaders Net*, June.
2. **Bozer, G.**, & Sarros, J. C. (2012). Executive coaching effectiveness. *Coach Link*, April/May, 12-13.
3. Santora, J. C., & **Bozer, G.** (2016). Executive succession: How do you want to be remembered? *Chief Executive*, June 24.
4. Santora, J. C., & **Bozer, G.** (2016). Coaching for effective executive transition. *Coaching Perspectives*, 10, 1-2.

5. Santora, J. C., & **Bozer, G.** (2016). Le chiavi per svelare la Mistica della Leadership [Keys to unlock the leadership mystique]. *Harvard Business Review Italia, September 12*.
6. Santora, J. C., & **Bozer, G.** (2016). Moving up: Can seconds-in-command make the transition from manager to leader? *NonProfit World, 34(3), 20-21*.
7. Santora, J. C., & **Bozer, G.** (2016). A 4D model for training success. *Training Magazine, December 9*.
8. Santora, J. C., & **Bozer, G.** (2016). [Il crescente ruolo delle risorse umane nella successione manageriale](#) [HR's expanding role in executive succession]. *Harvard Business Review Italia, December, 41-42*.
9. Santora, J. C., & **Bozer, G.** (2017). La resistibile tentazione del ritorno [Resist the temptation to return]. *Harvard Business Review Italia, April, 103*.
10. Santora, J. C., **Bozer, G.**, & Kooskora, M. (2017). Coaching news from Estonia's nonprofit sector: Some preliminary findings from the field. *Coaching Perspectives, 14, 43-44*.
11. Santora, J. C., & **Bozer, G.** (2018). Avoid the selfish factor: Plan for succession with four simple rules. *Nonprofit World, 36(2), 30-31*.
12. Santora, J. C., **Bozer, G.**, & Posthumus, J. (2019). Let's coach high-potential employees (HIPOs) for success. *Coaching Perspectives, 20, 22-24*.
13. Santora, J. C., & **Bozer, G.** (2019). Social entrepreneurs need coaches, too. *Coaching Perspectives, 22, 18-19*.

### **Submitted Publications**

1. Santora J. C. & **Bozer, G.** What's old is new again: Teaching executive succession issues through the film Executive Suite. *International Journal of Teaching and Case studies-Under Review*

### **In Preparation**

1. Kotte, S., & **Bozer, G.** Digitalization in workplace coaching: A systematic literature review.
2. **Bozer, G.**, & Kotte, S. Hybrid human-led/chatbot-supported coaching for organizations: A quasi experimental field study on distance coaching as an emerging HRD practice.
3. Santora, J. C., & **Bozer, G.** Integrative review: Succession in nonprofit organizations: Turning a blind eye on a strategic imperative or falling on deaf ears?
4. Yi-Ling, L., Van Laar, D., **Bozer, G.**, & Wang, Q. The effectiveness of supervisors' coaching behaviors on postgraduate research students' well-being, and self-efficacy: A cross cultural analysis.
5. **Bozer, G.**, Delegach, M, Bibi, U., Li-Ying, L., & Boydell, B. An investigation of undergraduate students' well-being and academic engagement: A cross cultural study.

### **Podcasts**

#### **Gil Bozer Podcast- Connecting the Dots**

Introduction to crisis management, [April 17, 2020](#)

Managing communication crisis - pre-crisis, [April 17, 2020](#)

Managing communication crisis in the digital age- the power of the individual, [April 17,2020](#)  
Managing communication crisis- organizational response strategies, [April 17, 2020](#)  
Managing communication crisis- pre-crisis - crisis event, [April 28, 2020](#)  
Managing communication crisis - post-crisis, [September 25, 2020](#)  
Creating your personal vision – Mission statement, [April 18, 2020](#)  
Creating your personal vision – Core values, [April 18, 2020](#)  
Creating your personal vision – Inspiring future picture, [April 18, 2020](#)  
Practical guide to Johari window model to increase self-awareness, [June 11, 2020](#)  
Peer-coaching – A powerful tool, [April 23, 2021](#)

## **Summary of my Activities and Future Plans**

My goal as an academic is to conduct research on the topic of workplace coaching effectiveness that is globally recognized as being theoretically sound and scientifically rigorous. I am equally as committed to providing academically rigorous, research informed teaching. I am passionate about evidence-based practice and pedagogy and incorporate my research into my teaching and consulting practice. This also entails producing practical tools for those involved in these issues.

My research agenda for the next 3-5 years focuses primarily on establishing myself as a leading scholar within the coaching field with significant contribution to shaping the direction of coaching research into one which is viewed as a scientifically rigorous field of enquiry and practice. Recent meta-analyses have established that coaching can effectively improve a range of outcomes from well-being, self-efficacy, and skill level to performance. Additionally, recent literature reviews have highlighted mechanisms, processes and factors that determine effectiveness and can explain how the desired change following coaching occurs. Therefore, to progress the field of workplace coaching theory and practice my coaching research endeavors include (1) investigating motivational mechanisms and processes that impact upon coaching effectiveness, (2) examining the role of contextual factors at different level of analysis in coaching engagements, (3) exploring how workplace coaching as a three-way joint coaching alliance between coach, coachee, and client organization is shaped by its social context, and (4) applying and extending established psychological theory and appropriate research methodologies that advance workplace coaching research and practice.

Such a focus is expected to firmly establish the field of coaching credibility and quality with a base of rigorous theory and empirical testing. Beyond the theory building and advancement this research focus can guide and help both organizational decision makers and HRD practitioners answer critical questions relating to the design, implementation, and evaluation of coaching interventions so that coaching effectiveness is maximized.

My secondary and closely related field of research focuses on promoting innovative research into succession planning and talent development issues. Although much research has been dedicated to investigating the pressures and disruption associated with nonprofit organizations that are ill-prepared for executive succession, it has been predominantly conducted in the North America region. My current research activity in the field of succession planning responds to the call for more research to discuss nonprofit executive succession challenges in non-North American countries. Therefore, I am currently involved in a large-scale international research team that examine executive succession planning and transition in dozen countries. Specifically, this research focus on: 1) insider-outsider selection, 2) characteristics, experiences and knowledge of a successor, 3) succession selection risks, and 4) outcomes of the succession.