

ALMUDENA CAÑIBANO

Associate Professor in Management, ESCP Business School
Visiting Research Fellow, Department of Business Administration, University of Gothenburg
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RESEARCH INTERESTS

Future of Work, Flexible Working, Employee Wellbeing, Psychological Contracts,
Employee Participation, Organizational Innovation, Social Inclusion

ACADEMIC POSITIONS

- 2018- **ESCP Business School**
Associate Professor in Management
- 2013–2018 **ESCP Business School**
Assistant Professor in Management
- 2010–2013 **London School of Economics. Department of Management. UK**
Graduate Teaching Assistant
- 2007–2009 **Universidad Complutense de Madrid. Department of Business Organisation**
Research Assistant
- 2006–2007 **Universidad Autónoma de Madrid. Network of Excellence PRIME**
Research Assistant

EDUCATION

- 2016 **London School of Economics, Department of Management**
PhD in Employment Relations and Organizational Behaviour
Thesis: Understanding Flexible Work and Well-being: Analysis of a Critical Case
Supervisor: Prof. David Marsden
Examiners: Prof. Penny Dick and Dr. Emma Soane
- 2010 **London School of Economics**
Postgraduate Certificate in Higher Education (Associate Level).
- 2008 **Complutense University of Madrid**
Advanced Studies Diploma in Business Administration.
Dissertation: “High Performance Work Systems and Occupational Health: Effects on Productivity”. (Equivalent to an MSc Research)
- 2005 **University Paris Dauphine**
Maîtrise in Business Administration. Specialization in Human Resources
Dissertation: “The Success of Coaching: Comparative Study France/Spain”
- 2004 **Autonomous University of Madrid**
Bachelor in Business Administration

PUBLICATIONS

Peer-reviewed

- 2022 Cañibano, A., Curto-Millet, D. & Rojahn, L. (2022). Sustained participation in open source: A psychological contract approach. *Hawaii International Conference on System Sciences Proceedings*. T. De Vreede, D. Kong, G.J. De Vreede (Eds).
- 2021 Cañibano, A., Chamakiotis, P., Russell, E & Rojahn, L. (2021). Understanding Well-being in Virtual Teams: A Comparative Case Study. *Information Systems*. M. Themistocleous & M. Papadaki (Eds.). Springer
- 2020 Avgoustaki, A. & Cañibano, A. Motivational Drivers of Extensive Work Effort: Are Long Hours Always Detrimental to Well-being? *Industrial Relations: a Journal of Economy and Society*, vol. 53, nº 3, 355-398
- 2019 Cañibano, A. Workplace Flexibility as a Paradoxical Phenomenon: Exploring employee experiences. *Human Relations*, vol. 72, nº 2, 444-470
- 2013 Cañibano, A. Innovative Human Resource Management and Employee Well-being: a trade-off effect. *Management Decision*, vol. 51, nº 3, 643-660
- 2012 Cañibano, A., Basilio, O. and Sánchez, M.P. Side effects of organizational innovations: An exploratory study of negative effects. In Sveiby, K.E., Grinpenberg, P. and Segercrantz, B. (Eds.). *Challenging the Innovation Paradigm*. Routledge
- 2010 Marsden, D. and Cañibano, A. An Economic Perspective on Employee Participation. In Wilkinson, A., Gollan, J.P., Marchingotn, M. and Lewin, D. (Eds.) *Oxford Handbook of Participation in Organizations*. Oxford University Press

Non peer-reviewed

- Mar 2021 Cañibano, A. The paradox of flexible working. *LSE Business Review*
- Jan 2021 Cañibano, A. Flexible working & well-being: what remains unanswered? *The Choice*
- May 2020 Cañibano, A., Chamakiotis, P. and Russell, E. [Virtual teamwork and employee well-being: The Covid-19 effects](#). *ESCP Impact Paper No. 2020-25-EN*
- Jun. 2018 Cañibano, A. [La flexibilidad en el trabajo más allá de la práctica: Analizamos las experiencias de los empleados](#). *RRHH Digital*.
- Dic. 2016 Cañibano, A. [‘Unintended consequences of flexible working and how to tackle them’](#). *HR Zone. Report: Flexible working for parents: personal stories and practical research for HR*.
- Mar. 2016 Cañibano, A. [Prácticas para lograr trabajadores más felices y, en definitiva, más productivos](#). *Diario Abierto*.
- Oct. 2015 Cañibano, A and Ko Chen, T. El auge del intra-consultor. *Estrategia financiera*, nº 332, 22-23

INTERNATIONAL RESEARCH VISITS

- 2021-2022 **University of Gothenburg.** Department of Business Administration. Gothenburg, Sweden
- 2009 **University of Auckland.** Department of Management and International Business, Auckland, New Zealand
- 2008 **Harvard University – Real Colegio Complutense,** Cambridge, USA. Summer course in Management Research.
- 2008 **Malardalen University,** Management of Intangibles Group. Vasteras, Sweden.

FUNDING

- 2019-2022 **BNP Paribas.** ESCP Chair “Reinventing work” – 750.000€ (PI: Prof. Emmanuelle Léon, ESCP Business School).
- 2012–2013 **Fundación Ramón Areces.** PhD Scholarship
- 2010–2011 **Fundación Caja Madrid.** PhD Scholarship
- Mar. 2009 **London School of Economics.** Financial Sup. Off. Postgraduate Travel Fund.
- Jun09–Aug09 **Spanish Ministry of Science and Innovation.** Grant for a research stay at the University of Auckland, New Zealand
- May09-Jun10 **Banco Herrero Foundation.** Research Project Award. "Nuevos Sistemas de Organizacion del Trabajo y Salud Ocupacional. Efectos sobre el Rendimiento" (5000€)
- May07–Dec09 **Spanish Ministry of Education.** Postgraduate Research Scholarship
- July 2008 **Rafael del Pino Foundation.** Grant to attend the “Summer Course on Management Research,” Real Colegio Complutense, Harvard University, USA

AWARDS

- Sept. 2021 **British Academy of Management Conference. Human Resource Management Interest Group.** Full Paper Award - Highly Commended: “To telework or not telework: does the macro context matter? A signalling theory analysis of employee interpretations of telework in times of turbulence”, with A. Avgoustaki.
- Apr. 2012 **The British Psychological Society. Division of Occupational Psychology.** Work Life Balance Working Group. Postgraduate Workshop ‘Researching the Work/Non-Work Interface’. Best presentation award: “Individual effects of flexibility combinations: assessing the impact of offered and demanded flexibility on employee well-being”.
- Mar. 2012 **INBAM Conference (International Network of Business and Management Journals)** Best paper award. Human Resource Management Track. “Flexible Work Arrangements: an exploratory analysis of their conceptual duality and unintended outcomes”.
- Nov. 2008 **“Premio Joven UCM Economía 2008”.** National research award for young researchers (12.000€). “HPWS and Occupational Health: Effects on Productivity”.

CONFERENCE ORGANIZING

May 2020 **IHRM 2020 (International Human Resource Management Conference).**
Member of the Scientific Committee. ESCP Business School

SELECTED PRESENTATIONS

- Jan. 2022 Cañibano, A., Curto-Millet, D. & Rojahn, L. Sustained participation in open source: A psychological contract approach. **Hawaii International Conference on System Sciences, HICCS 2022**, Virtual. Nominated to the Best Paper Award, Collaboration Systems and Technologies Track.
- Dec. 2021 Cañibano, A., Chamakiotis, P., Russell, E & Rojahn, L. Understanding Well-being in Virtual Teams: A Comparative Case Study. **18th European, Mediterranean, and Middle Eastern Conference, EMCIS 2021**, Virtual.
- Aug.2021 Cañibano A and Avgoustaki A. To telework or not telework: does the macro context matter? A signaling theory analysis of employee interpretations of telework in times of turbulence. **Academy of Management Conference**. Virtual.
- Aug.2020 Avgoustaki A. and Cañibano A. Formal FWAs vs. informal flexibility i-deals and well-being: examining two mechanisms. **Academy of Management Conference**. Vancouver / Virtual.
- Jun. 2020 Cañibano A., Wittman S. and Guillén-Ramos, L. Once a leader, always a leader? Leader identity work before and after retirement. **Society for Industrial and Organizational Psychology (SIOP) Conference**. Virtual
- Oct. 2018 Cañibano A. and Curto-Millet, D. The downfall of the traditional employment relationship in the digital economy: changing psychological contracts in Open Source. **XIth International Workshop on Human Resource Management**. University Pablo Olavide.
- Sep. 2018 Cañibano A. “A paradox approach to evolving experiences of workplace flexibility and well-being”. **Academy of Management Journal Paper Idea and Development Workshop**. ESSEC.
- Jun. 2018 Avgoustaki, A. and Cañibano A. “Experiences of overtime and employee well-being” **International Human Resource Management Conference**. University Carlos III.
- Apr. 2018 Cañibano A. and Curto-Millet, D. “Psychological contracts in the Digitized Economy: Developing theory through the analysis of Open Source participants”. **AOM Specialized Conference Big Data and Managing and in a Digital Economy**. University of Surrey.
- Nov. 2017. Cañibano A. Workplace flexibility as a Process: The influence of Employee Well-being. **10th Biennial International Conference of the Dutch HRM Network**. Radbound University.
- Oct. 2016 Cañibano, A. The duality of perceived flexibility: applying the JDC model to understand its impact on employee well-being. **Xth International Workshop on Human Resource Management**. University of Cadiz

- Jun. 2016 Cañibano, A. Understanding flexibility as an exchange phenomenon: the importance of employee experience. **European Academy of Management Conference (EURAM)**. Paris.
- May 2016 Cañibano, A. Flexibility and the zone of acceptance: balancing inducements and contributions. **Workshop on Research Advances in Organizational Behavior and Human Resources Management**. University Paris Dauphine.
- Mar. 2016 Curto-Millet, D. and Cañibano, A. Open Source Success: A critical case of long-term implementation. **Global Innovation and Knowledge Academy**. Valencia.
- Feb. 2016 Cañibano, A. Exploring employee perceptions of flexibility and well-being. **International Doctoral Workshop in Industrial Relations**. Copenhagen.
- Apr. 2013 Canibano, A. and Curto-Millet, D. Balancing unintended consequences of organisational innovations on the employment relationship. **EU-SPRI Forum Conference**. Madrid
- Aug. 2012 Canibano, A. Unexplored sides of flexibility: examining ambiguities and negative well-being outcomes. **Academy of Management Conference (AOM)**. Boston.
- May 2011 Canibano, A. Exploring the Negative Outcomes of Workplace Innovations. The case of a consultancy firm in Spain. **British Academy of Management. HRM conference**. Royal Holloway London.
- May 2011 Canibano, A. Innovative HRM and Work Intensity: a systematic review. **XXVI Workshop on Strategic Human Resource Management**. University of Reykjavik.

COLLABORATION IN RESEARCH PROJECTS AND GROUPS

- 2019- **George Mason University**. Transitions Research Group
Role: Researcher
- 2019-2022 **ESCP Business School**. Chair BNP Paribas “Reinventing Work”.
Role: Researcher
- 2013 – **ESCP Business School**. Research center in “Happiness & Management”
Role: Researcher
- 2011 – **Autonomous University of Madrid**. UAM-Accenture Chair in Innovation
Role: Research collaborator
- 2009 **London School of Economics**. SELUSI (Social Entrepreneurs as Lead Users for Service Innovation). European Commission.
Role: Translation of surveys (English-Spanish).
- 2007 – 2009 **Complutense University of Madrid**. Business Growth Strategies Group
Role: Research assistant (Collaboration in literature search and review and data collection).
- 2006 – 2007 **Autonomous University of Madrid**. Network of Excellence PRIME. Sixth European Union Framework Program.
Role: Research assistant (Collaboration in data collection), Administrative coordinator

ACADEMIC ACTIVITIES AND SERVICE

Editorial Advisory Board Member for *Management Decision*

Guest Editor for the Special Issue “New ways of working Understanding the implications for employees across different cultural and organisational contexts”, to be published by *International Journal of Human Resource Management* (2022)

Reviewer for *Journal of Management Studies*, *International Journal of Human Resource Management*, *European Management Journal*, *Journal of Business Research*, *Management Decision*, *International Journal of Manpower*, *Employee Relations* and the Academy of Management Conference.

Member of the Academy of Management (AOM), the British Academy of Management (BAM) and the Spanish Academy of Management (ACEDE)

TEACHING

ESCP Business School

2018- PhD Programme. “Qualitative interviewing” and “Qualitative data analysis”.
Main responsibilities: Session design, delivery of lectures, class discussion facilitation

2016 – **Online** Lecturer for “Human Resource Management in International Organizations” at **Executive** Level (Executive Master in International Business).
Main responsibilities: Course design, online teaching, marking

2013 – Lecturer for “Human Resource Management” and “Organisational Behaviour” at **postgraduate** level (Master in Management, Master in European Business, MSc in International Strategy and Consulting, MSc in Business Project Management).
Main responsibilities: Course design, delivery of lectures and seminars, marking (group sizes: 35-70)

London School of Economics

2016 Department of Management. Summer School Teacher for “Human Resource Management and Employment Relations”.
2009 – 2012 Main responsibilities: Seminar design and delivery (group size: 15), marking.

2009 – 2012 Department of Management. Graduate Teaching Assistant for “Human Resource Management” at **undergraduate** and **postgraduate** levels. Nominated by students for the LSE Teaching Awards in 2010 and 2012.
Main responsibilities: Seminar design and delivery (group size: 15), marking, delivery of one lecture per term (group size: 60-70).

ICEX-CECO (España Importaciones e Inversiones)

2018 - Lecturer for “International Human Resource Management” at **postgraduate** level (MBA in International Management).
Main responsibilities: Course design, delivery of lectures and seminars, marking

Universidad Carlos III de Madrid

2016 – Lecturer for “Human Resource Management” at **postgraduate** level (Master in Entrepreneurship and Business Venturing).
Main responsibilities: Course design, delivery of lectures and seminars, marking

Centro de Estudios Garrigues

- 2007 – 2016 Lecturer for “Introduction to Business” and “Human Resource Management Metrics” at **postgraduate** level. MSc in Human Resource Management.
- 2010 – 2011 Lecturer for “Culture and Values” and “Human Resource Management Strategy”. **Executive** Masters in Human Resource Management.
Main responsibilities: Course design, delivery of lectures and seminars, marking (group size: 30-35)

Universided Politécnica de Valencia

- 2011 – 2015 **Online** Lecturer for “Organizational Innovation and Human Capital”. Masters in Innovation Management .
Main responsibilities: Course design, delivery of online lectures.

The Strategy Academy (Calcuta, India)

- 2010 – 2014 **Online** Lecturer for “Recruitment and Selection of Employees”, “Performance Appraisal and Rewards”, “Training” and “HRM Strategy”. Masters in Business Administration.
Main responsibilities: Session design, delivery of online lectures

Universidad Complutense de Madrid

- 2007 – 2009 Business Organization Department. Teaching assistant for “Strategic Management”.
Main responsibilities: Replacement of staff for lectures, marking.

ADMINISTRATION

- 2020- Scientific Director Master in Management specializations in 1) International Business Consulting and 2) The Future of Work. **ESCP Business School**
- 2017–2020 Scientific Director MSc Digital Project Management and Consulting. **ESCP Business School**
- 2013–2015 Academic Director MSc International Strategy and Consulting. **ESCP Business School**

TEACHING ACCREDITATIONS

Profesor Contratado Doctor; Profesor de Universidad Privada (ANECA) (Spain)
Postgraduate Certificate in Higher Education (Associate Level) (UK)

LANGUAGES

Bilingual in Spanish and French, Fluent in English

SELECTED MEDIA APPEARANCES

- Jun. 2020 Interview with Muy Negocios y Economía “15 perfiles laborales post-coronavirus” 3.3.2020. Available at <https://www.muynegociosyeconomia.es/trabajo/articulo/15-perfiles-laborales-post-coronavirus-931590573390>
- Feb. 2020 Interview with La Información. “Por qué la empatía es la habilidad clave que define a los mejores CEO del mundo”. 20.02.2020. Available at <https://www.lainformacion.com/management/liderazgo-empatia-habilidad-clave-mejores-ceo/6545055/>

- Feb. 2020 Interview with Forbes. “¿Cómo debe formarse un CEO Digital? 6.2.2020. Available at <https://forbes.es/podcast/57698/como-debe-formarse-un-ceo-digital/>
- Feb. 2019 Interview with Cosmopolitan. “Descubre qué falló en tu entrevista”. 15.2.2019. Available at <https://www.cosmopolitan.com/es/consejos-planes/trabajo-estudios/a26235716/entrevista-de-trabajo-consejos/>
- Sep. 2018 Interview with Equipos y Talento. “Onboarding, la importancia de generar un efecto “wow en el nuevo empleado”. 07.09.18. Available at https://www.equiposytalento.com/upload/talent_noticias/002/2753/repotajeonboardingtalentstreet.pdf
- Sep. 2017 Interview with Equipos y Talento. “6 factores que impulsan el bienestar de los trabajadores”. 25.09.17 Available at <https://www.equiposytalento.com/talentstreet/noticias/2017/09/25/6-factores-que-impulsan-el-bienestar-de-los-trabajadores/1797/>
- Sep. 2017 Interview with Expansión. “Cómo ser un empleado feliz y aumentar su productividad”. 11.09.17 Available at <http://www.expansion.com/emprendedores-empleo/desarrollo-carrera/2017/09/08/59b2d2d8468aebd17a8b45f8.html>
- Dec. 2016 Interview with Revista Dirigentes. “Rentabilidad y empleados felices”.
- Aug. 2016 Interview with Georgina Kenyon for BBC Capital. There is no such thing as flexible work. 18.08.2016. Available at: <http://www.bbc.com/capital/story/20160816-theres-no-such-thing-as-flexible-work>
- Sep. 2015 Interview with newspaper *Expansión*. “¿Puede tu empresa obligarte a conciliar?” 10.09.2015. Available at <http://www.expansion.com/emprendedores-empleo/desarrollocarrera/2015/09/09/55f070e846163f8c088b458b.html>
- Jun. 2015 Participation in radio programme at *Gestiona Radio*: “Observatorio de RRHH de Gestiona Radio”. 29.06.2015. Available at <http://www.gestionaradio.com/23745-pulso-empresarial-ruben-gil-3-2015-06-29-200000-256kbps-mp3/>
- May 2015 Interview with newspaper *El Confidencial Digital*. “Cómo mantener motivados a tus empleados”. 18.05.2015. Available at: http://www.elconfidencialdigital.com/la_buena_vida/negocio/mantener-motivados-empleados-tecnicas-eficaces_0_2490350977.html
- May 2015 Interview with *Capital Radio* on Happiness and Management / Back to Optimism Event at ESCP Europe. 18.05.2015. Available at <http://www.capitalradio.es/podcast/>
- Feb. 2014 Interview with newspaper *Expansión*. “El CEO se baja el sueldo”. 26.02.14: Available at <http://www.expansion.com/2014/02/26/directivos/1393446771.html> (2014)

CAREER BREAKS

Jan18–Sep18 Maternity leave

May14–Nov14 Maternity leave

Jan13–Ago13 Care for family member with severe illness