

## **SIMON L. DOLAN**

(ESADE, Barcelona, Spain).

Synopsis of curriculum vitae

M.A., Ph.D. (UNIVERSITY OF MINNESOTA)

Email contacts [Dolan@esade.edu](mailto:Dolan@esade.edu) or [iel@esade.edu](mailto:iel@esade.edu)

PROFESSOR OF HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL  
BEHAVIOUR (ESADE)

AND

RESEARCH DIRECTOR, IEL (INSTITUTO DE ESTUDIOS LABORALES) – ESADE

### **1. Academic**

As of 2001, Simon L. Dolan has been conducting teaching and research as Ramon Llull University Full Professor of HRM in ESADE, one of the world leading academic institution.. He has been a full tenured Professor of Human Resource Management and Organizational Behaviour at the School of Industrial Relations, The University of Montreal since 1978. He had obtained his Ph.D. from the Carlson Graduate School of Management, the University of Minnesota. After initial work with Hans Selye (during 1977-1978), he became director of a multi-disciplinary research center for Occupational Stress and Health. Since 1990, he was also the co-director for the Centre for the study of control and evaluation of human resource management. In addition to teaching and various administrative responsibilities at the University of Montreal, Professor Dolan taught as visiting professor/scholar in many universities primarily at the MBA and Ph.D. programs, including: Boston University, Northeastern University, The University of Minnesota, The University of Colorado, in the U.S.; Tel Aviv University in Israel, McGill University, Concordia University, and St Mary's University in Canada; Remini University of Beijing (China), Vienna University, ESSEC-Paris, and Toulouse University in Europe, Federal University of Rio (Brazil), ITESM (Mexico), Cadiz University, Pablo de Olavide University (Seville), Instituto de Empresa, (Madrid) and Pompeu Fabra University (Barcelona).

Prof. Dolan has written extensively in the fields of human resource management, industrial/organizational psychology and on occupational stress. He has published over 90 papers in referee journals, refereed proceedings and chapters in published books (i.e *Journal of Applied Psychology*; *Journal of Organizational Behaviour*; *Journal of Occupational Psychology*; *Journal of Social Behavior and Personality*; *International Journal of Management*; *Industrial Relations*, *International Journal of Manpower*, etc.). Prof. Dolan serves(d) on the editorial board of several international scientific journals such as the International Journal of Cross Cultural Management (SAGE publication) and Human Resource Planning. He is also a referee for many 1<sup>st</sup> tier journals such as: Personnel Psychology, Academy of Management Journal/Review, Journal of Organizational Behavior, and others.

Prof. Dolan speaks several languages (English, French, Spanish, Hebrew, and understands German and Polish) and respectively gave over 400 speeches around the globe on issues pertaining to management and I/O psychology. He wrote (or co-

authored) 24 books and monographs in 3 languages. Some of his books in various editions such as *Human Resource Management: The Canadian Dynamic* (ITP: West Publishing 1987; Thomson-Nelson, 1994), "*Organizational Behaviour: A Canadian Primer*" Thomson-(ITP Nelson, 1997), "*Psychologie du travail et des organisations*" (Gaetan Morin, 1990; 1996, 2002), *Gestion des ressources humaines: au seuil de l'an 2000* (ERPI, 1995, and ERPI-Pearson 2001,) and *La gestion par valeurs* (1999) are used in the academia and by practitioners in Canada, the U.S. France, Swiss, Belgium and many other countries. One of his HRM book (co-authored with Randall S. Schuler) has been translated to Chinese (2000) and is used throughout China. Professor Dolan has also published several books in Spanish, such as "*La dirección por valores*" (McGraw Hill, 1997, 2003) and "*La gestión de los recursos humanos*" (McGraw Hill 1999, 2003), and "*Los 10 mandamientos para la dirección de personas*" (Gestión 2000, 2004). Two of his Spanish books on managing by values (see above) and the 10 commandments for managing people have been on the best selling list of the respective publishers for the past several years.

## **2. Professional (Management Consulting Experience)**

Prof.. Dolan has been the president and co-founder of the "International Society for the Study of Work and Organizational Values" (1994-1996). He is also the president of his own Montreal-based Human Resource Management Consulting firm (GESTION MDS MANAGEMENT INC.) which provides services in broad issues of human resource management for over 22 years (since 1978). His staff varied from 5 to 22 people working for/with MDS Management in executing various mandates across the globe. For the past 5 years MDS is involved in training in West and North Africa (see: [www.groupepmds.cjb.net](http://www.groupepmds.cjb.net)) where the vast majority of these training are being sponsored by the World Bank. He has a long track of consulting in Canada and the US, in Europe, the Middle East and Africa, and recently in Latin America. Prof. Dolan has consulted extensively to many national and international organizations, private sector companies, unions and government agencies at all levels.

Prof. Dolan, along with his team, has carried over 275 mandates in the following areas of consultation since the inception of his consulting activities: Organizational Design; Climate & Satisfaction Surveys; Research on Special HR and Occupational Health Projects; Psychological Assessment & Managerial Assessment; Health & Safety programs; OD and Quality of Working Life Projects; Crisis Management Interventions; Executive & Professional Training; Assessment Centers; Expert Witness on various HRM issues in Arbitration; Executive Training; Compensation design; Staffing policies & procedures; Cultural transformation and HRM Audits. His latest interest is in the development of new software products enabling client organizations (and individuals) conduct a value audit as a first step towards cultural reengineering (visit: [www.mbvsuite.com](http://www.mbvsuite.com)). He is currently developing a software to manage stress at work (MDSstress) to be available in 2006.