

IGNACIO ANDRÉS PAVEZ BARRIO

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EDUCATION

- 2011 – 2017 **Case Western Reserve University (Cleveland, USA).**
PhD in Organizational Behavior, Weatherhead School of Management. Advisor: David Cooperrider.
- 2003 – 2007 **Pontificia Universidad Católica de Chile (Santiago, Chile).**
Master of Engineering Sciences. Summa cum Laude. Applied research on organization development and project management in the construction industry.
- 1998 – 2004 **Pontificia Universidad Católica de Chile (Santiago, Chile).**
Civil Engineer, Professional Degree in Civil Engineering with concentration in Construction Engineering and Management. Summa cum Laude, graduated in the top 15%.

OTHER EDUCATION EXPERIENCE

- 2012 – 2013 **Case Western Reserve University (Cleveland, USA).**
Appreciative Inquiry Certificate in Positive Business and Society Change.
- 2011 – 2012 **Case Western Reserve University (Cleveland, USA).**
Weatherhead Coaching Certificate. Board Certified Coach (BCC) accredited program.
- 2012 **Hay Group (Cleveland, USA).**
Emotional and Social Competency Inventory (ESCI) Accreditation.
- 2008 – 2009 **Center of Cognitive-Corporal Integration (Santiago, Chile).**
Certified in the Method of Cognitive-Corporal Integration (based on the biology of cognition).
- 2009 & 2020 **Barrett Values Centre (North Carolina, USA).**
Cultural Transformations Tools (CTI) Certified Consultant.
- 2007 **The Newfield Network (Santiago, Chile).**
Certified as Ontological Coach. International Coach Federation (ICF) accredited program.

ACADEMIC APOINTEMENTS

- 2025 – Present **Universidad de Chile – School of Business and Economics.**
Associate Professor. Department of Management.
- 2023 – 2025 **Pontificia Universidad Católica de Chile – School of Management & Institute for Sustainable Development.**
Assistant Professor. School of Management.
Academic Representative, Board of Directors, Institute for Sustainable Development (since August 2024).
- 2018 – 2022 **Universidad del Desarrollo – School of Business and Economics (Chile).**
Assistant Professor. Area of Management.
Academic Sub-Director of the Master in Business Administration (MBA) (2019-2020).
Director of the MBA “Management Skills Program” (2021-2022).

RESEARCH INTERESTS

- (1) Corporate sustainability, sustainability-driven innovation, and business responses to climate change.
(2) Organizational and systemic change; (3) The socio-technical foundations of project management; (4) Appreciative inquiry and positive organizational scholarship.

HONORS AND AWARDS

- 2024 **National Agency for Research and Development - ANID (Chile).**
Award of Fondecyt de Iniciación 2024, Project N° 11241526.
- 2021 **Universidad del Desarrollo (Chile).**
Profesor de Excelencia 2021 Award. MBA Santiago and MBA Concepción.
- 2021 **Academy of Management (USA).**
Showcase Symposium Award. Division of Organization Development and Change.
Together with co-organizers Janina Klein, Katerina Gonzalez, and Boram Do.
- 2019 **Academy of Management (USA).**
Best Division Paper Award, Division of Organization Development and Change.
- 2017 **Academy of Management (USA).**
Best Paper Based on a Dissertation Award, Division of Organization Development and Change.
- 2011 **Chilean Government (Chile).**
Bicentennial Becas-Chile Scholarship. The Ministry of Education and the Nacional Commission for Scientific and Technological Research (CONICYT).

TEACHING EXPERIENCE

- 2025 – present **Universidad de Chile –School of Business and Economics (Chile).**
Bachelor in Business Administration: “Management and Business.”
- 2023 – 2025 **Pontificia Universidad Católica de Chile – Business School & Institute for Sustainable Development (Chile).**
Master of Business Administration: “Transformative Leadership for Sustainability.”
Bachelor of Business Administration: “Positive-Impact Companies: Integrating Sustainability into the Business Strategy,” and “Ethics, Economics, and Business.”
Undergraduate (university-wide) track in Integral Ecology and Sustainability: “Sustainability.”
- 2018 – 2022 **Universidad del Desarrollo – School of Business and Economics (Chile).**
Master of Business Administration: “Organization Development,” “Entrepreneurial Teams,” and “Leadership Assessment and Development.”
PhD in Business Economics: “Research Methods in Management.”
Bachelor of Business Administration: “Organization Development.”
- 2008 – 2017 **Pontificia Universidad Católica de Chile – School of Engineering (Chile).**
Master of Innovation: “Change Management in Organizations.”
Master of Construction Management: “Competitive Strategy,” and “Leadership and Team Development.”
Certificate in Corporate Sustainability: “Integrating Sustainability into Business Strategy.”
- 2015 - 2016 **Universidad Adolfo Ibáñez – Business School (Chile).**
Master of Strategic Management; Concentration in Corporate Sustainability: “Organization, Innovation, and Transformation,” and “Business Sustainability Diagnosis.”
- 2011 - 2014 **Case Western Reserve University – Weatherhead School of Management (USA).**
Master of Business Administration: “Sustainability and Social Entrepreneurship,” “MBA Institute of Sustainable Value and Social Entrepreneurship” (Teaching Assistant for Prof. Chris Laszlo), and “Developing Interpersonal Skills for Managers” (T-Group Facilitator with Prof. Ron Fry).
Master in Positive Organization Development: “Appreciative Inquiry & Foundations in Positive Organization Development” (Teaching Assistant for Prof. David Cooperrider).
Bachelor of Business Administration: “Managing organizations and people I” (Teaching Assistant for Prof. Corinne Coen), and “Managing organizations and people II” (Teaching Assistant for Prof. Héctor Martínez).
- 2009 **Universidad de Talca – School of Engineering (Chile).**
Bachelor of Industrial Engineering: “Change Management in Organizations,” and “Workshop of Executive Skills: Coaching as a Managerial Skill.”
Bachelor of Construction Engineering: “Project Planning and Control,” and “Cost Analysis in Construction Projects.”

EDITORIAL SERVICE AND REVIEWING

Editorial Board Member

- 2020 – present The Journal of Applied Behavioral Science.
2020 – present AI Practitioner, The International Journal of Appreciative Inquiry.

Ad Hoc Reviewer for Journal Publications

- Journal of Business Venturing.
Academy of Management Review.
Journal of Organizational Change Management.
The International Journal of Project Management.
Business Ethics, the Environment & Responsibility.
Review of Managerial Science.
Academia – Revista Latinoamericana de Administración.

Ad Hoc Reviewer for Academic Conferences

- Academy of Management Annual Meeting (Division of Organization Development and Change).

PROFESIONAL EXPERIENCE AND SERVICE

- 2021 – present **Academy of Management – Division of Organization Development and Change (USA).**
Board Member, serving in the role of Communications Chair.
- 2022 – present **Red Iberoamericana de Practicantes y Académicos del Paradigma Appreciativo – RIPAPA (Iberoamerica).**
Founder. Currently serving in the role of Research Advisor.
- 2021 – present **Fundación Conserva Tu Bosque (Chile).**
Founder and President of the Board.
- 2017 – present **Fundación Nueva Educación (Chile).**
Founder and Board Member.
- 2017 – present **David L. Cooperrider Center for Appreciative Inquiry – Champlain College, Stiller School of Business (USA).**
Research Fellow and Consultant.
- 2010 – present **Relaciona Consultores – Upper Management Consulting Firm (Chile).**
Founder.
- 2024 – 2025 **Institute for Sustainable Development, Pontificia Universidad Católica de Chile (Chile).**
Member of the Board of Directors, serving in the role of Academic Representative.

- 2017 – 2022 **Fowler Center for Business as an Agent of World Benefit – Case Western Reserve University, Weatherhad School of management (USA).**
Research Fellow.
- 2013 - 2017 **The Refinery Leadership Partners (Chile).**
Associate Consultant.
- 2009 - 2011 **Center for Excellence in Production Management at Pontificia Universidad Católica de Chile (Chile).**
Associate Consultant and Trainer.
- 2004 – 2009 **Center for Excellence in Production Management at Pontificia Universidad Católica de Chile (Chile).**
Research Assistant (2004 a 2006), Project Consultant and Researcher (2007), and Consulting Manager of Organization Development (2008-2009).

GRANTS

- 2024 **National Agency for Research and Development - ANID (Chile).**
Fondecyt de Iniciación 2024, Project N° 11241526, titled: “Toward a theory of positive organizational change: Establishing generative organizing as a core enabler of recipients’ proactive responses to change.” Total Fund: USD 94,000 (for 36 months). Role: Principal Investigator.
- 2020 **Center for Open Science (USA).**
SCORE Project titled: “Deep Acting in Teams: Replication of a Research Claim from Becker & Cropanzano (2015) in Journal of Organizational Behavior.” Total Fund: USD 10,000. Role: Co-Investigator.
- 2019 **Universidad del Desarrollo (Chile).**
8th version of the Interfaculty Research Competition. Project titled: “Team Variables that Predict Performance in Construction Projects.” Total Fund: USD 15,000. Role: Principal Investigator.
- 2008 - 2009 **Chilean Government (Chile).**
FONDEF Project D06I1013 titled: “Using Pictures and Digital Videos to Improve Productivity, Quality and Safety in Construction”. Total fund: USD 350,000 (30 months). Role: Research Leader in the Area of Productivity and Quality.

SELECTED PUBLICATIONS

PEER REVIEW JOURNALS

- 2025 Leixnering, S., Jancsary, D.C., Ayrault, J., Gehman, J., Gray, B., Linnenluecke, M.K., Meyer, R.E., & Pavez, I. (2024). "Collaboration for Tackling Grand Challenges: A Curated Conversation." *Journal of Management Inquiry*. DOI: [10.1177/10564926251330828](https://doi.org/10.1177/10564926251330828).
- 2025 Liu, C., González, V.A., Pavez, I., Tortorella, G.L., Abdelmegid, M.A. (2024). "Exploring the Socio-Technical Interactions Associated with Lean Implementation: A Systematic Literature Review." *Production Planning and Control*. DOI: [10.1080/09537287.2025.2455432](https://doi.org/10.1080/09537287.2025.2455432).
- 2025 Chilova, M., Cacciotti, G., Kautonen, T., Pavez, I. (2024). "Reacting to Criticism: What Motivates Top Leaders to Respond Substantively to Negative Social Performance Feedback." *Journal of Business Research*. DOI: [10.1016/j.jbusres.2024.115005](https://doi.org/10.1016/j.jbusres.2024.115005).
- 2024 Laulié, L., Pavez, I. (2024). Laulié, L., & Pavez, I. (2024). Sustainable Human Resources Management and Psychological Contracts: Exploring Theoretical Anchors to Solve Relational Tensions in Employment Relationships. *Group & Organization Management*, 10596011241253885. DOI: [10.1177/10596011241253885](https://doi.org/10.1177/10596011241253885).
- 2024 Pavez, I. (2024). Appreciative Inquiry in the Anthropocene Epoch. *AI Practitioner – International Journal of Appreciative Inquiry*, Vol. 26, No. 2., 50-79. DOI: [10.12781/978-1-907549-59-5-8](https://doi.org/10.12781/978-1-907549-59-5-8).
- 2023 Obschonka, M., Pavez, I., Kautonen, T., Kibler, E., Salmela-Aro, K., & Wincent, J. (2023). Job burnout and work engagement in entrepreneurs: How the psychological utility of entrepreneurship drives healthy engagement. *Journal of Business Venturing*, Vol. 38, No. 2, 106272. DOI: [10.1016/j.jbusvent.2022.106272](https://doi.org/10.1016/j.jbusvent.2022.106272).
- 2023 Pavez, I., & Neves, E. (2023). Developing Teams in a Virtual Environment: A Generative Approach. *Journal of Applied Behavioral Science*, Vol. 59, No. 1, 177-181. DOI: [10.1177/00218863211053881](https://doi.org/10.1177/00218863211053881).
- 2022 Pavez, I., Gómez, H., Liu, C., & González, V. (2022) Measuring project team performance: A review and conceptualization. *International Journal of Project Management*, Vol. 40, No. 8, 951-971. DOI: [10.1016/j.ijproman.2022.11.001](https://doi.org/10.1016/j.ijproman.2022.11.001).
- 2022 Pavez, I., Feyerherm, A., Valenzuela, F., & Zandee, D. (2022). Collaborating Across Organizational Boundaries to Co-Create a More Just, Resilient, and Thriving Society. *Journal of Applied Behavioral Science*, Vol. 58, No. 4, 553–570. DOI: [10.1177/00218863221126745](https://doi.org/10.1177/00218863221126745).
- 2022 Laulié, L., Briceño Jiménez, G., & Pavez, I. (2022). Does "good acting requires a good cast?" A replication study of how team deep acting dispersion influence individual

- outcomes. *Estudios De Administracion*, Vol. 29, No. 1, 66–80. DOI: [10.5354/0719-0816.2022.66826](https://doi.org/10.5354/0719-0816.2022.66826).
- 2022 Pavez, I, & Laszlo, C. (2022). Positive-Impact Companies: Designing Business Organizations as Positive Institutions. *AI Practitioner – International Journal of Appreciative Inquiry*. Vol. 24, No. 1, 16–35. DOI: [10.12781/978-1-907549-50-2-2](https://doi.org/10.12781/978-1-907549-50-2-2).
- 2021 Pavez, I., Kendall, L. D., & Laszlo, C. (2021). Positive-Impact Companies: Toward a New Paradigm of Value Creation. *Organizational Dynamics*, Vol. 50, No. 4, 1–11. DOI: [10.1016/j.orgdyn.2020.100806](https://doi.org/10.1016/j.orgdyn.2020.100806).
- 2021 Pavez, I., Godwin, L., & Spreitzer, G. (2021). Generative Scholarship Through Prospective Theorizing: Appreciating the Roots and Legacy of Organization Development and Change to Build a Bright Future. *Journal of Applied Behavioral Science*, Vol. 57, No. 4, 459-470. DOI: [10.1177/00218863211049836](https://doi.org/10.1177/00218863211049836).
- 2021 Pavez, I., Gómez, H., Laulié, L., & González, V. A. (2021). Project Team Resilience: The Effect of Group Potency and Interpersonal Trust. *International Journal of Project Management*, Vol. 39, No. 6, 697-708. DOI: [10.1016/j.ijproman.2021.06.004](https://doi.org/10.1016/j.ijproman.2021.06.004).
- 2021 Laulié, L., Pavez, I., Martínez Echeverría, J., Cea, P. & Briceño Jiménez, G. (2021) How Leader Contingent Reward Behavior Impacts Employee Work Engagement and Turnover Intention: The Moderating Role of Age. *Academia - Revista Latinoamericana de Administración*. Vol. 34, No. 4, 510-529. DOI: [10.1108/ARLA-12-2019-0241](https://doi.org/10.1108/ARLA-12-2019-0241).
- 2021 Pavez, I., & Varona, F. (2021). Developing Appreciative Teams: A Latin American Perspective. *AI Practitioner – International Journal of Appreciative Inquiry*, Vol. 12, No. 3., 10-15. DOI: [10.12781/978-1-907549-48-9-1](https://doi.org/10.12781/978-1-907549-48-9-1).
- 2021 Sanchez-Henriquez, F., & Pavez, I. (2021). The Effect of Open Innovation on Eco-Innovation Performance: The Role of Market Knowledge Sources. *Sustainability*, Vol. 13, No. 7, 3890. DOI: [10.3390/su13073890](https://doi.org/10.3390/su13073890).
- 2020 Monllor, J., Pavez, I., & Pareti, M.S. (2020). Understanding Informal Volunteer Behavior for Fast and Resilient Disaster Recovery: An Application of Entrepreneurial Effectuation Theory.” *Disaster Prevention and Management*, Vol. 29 No. 4, pp. 575-589. DOI: [10.1108/dpm-05-2019-0151](https://doi.org/10.1108/dpm-05-2019-0151).

BOOK CHAPTERS

- 2022 Liu, C. González, V.A. Pavez, I. & Davies, R.C. (2022). Exploring the socio-technical nature of lean-based production planning and control using immersive virtual reality. In González, V. A, Hamzeh, F. & Alarcón F.A. (2022). *Lean Construction 4.0: Driving a Digital Revolution of Production Management in the AEC Industry*, Taylor & Francis, 172 – 191. DOI <https://doi.org/10.1201/9781003150930>

- 2022 Pavez, I., Neves, E., & González, C. (2022). Cambio Cultural en un Entorno Organizacional Virtual: El caso del Hub de Finanzas de GlaxoSmithKline (GSK). In Cea, P. (2021) *Trabajo y Organizaciones en Transformación*, Editorial RIL.
- 2021 Laszlo, C. & Pavez, I. (2021). The Role of Consciousness in Accelerating Business as an Agent of World Benefit. In Cooperrider, D. & Selian, A. (2021) *The Business of Building a Better World: The Leadership Revolution that is Changing Everything*. Berrett Koehler Publishers.
- 2020 Beveridge, A., Godwin, L. & Pavez, I (2020). “Inquiring into Change and Innovation for Greater Responsibility through an Appreciative Inquiry Lens.” In Laasch, O., Jamali, D., Freeman, E.R., Suddaby, R. (2020) *Research Handbook of Responsible Management*, Edward Elgar Publishing. DOI: [10.4337/9781788971966.00059](https://doi.org/10.4337/9781788971966.00059)

CASE STUDIES

- 2015 Laszlo, C., Gullet, K., Pavez, I., & Bello, M. (2015). “TriCiclos: The Challenge of Scaling Recycling in Latin America.” Ivey Business School Publishing (nominated by Ivey for the 2016 EFMD case competition).

MEMBERSHIPS

- 2015 – present Academy of Management (AOM).
- 2025 – present Relational Coordination Collaborative (RCC).