

ORLY YEHEKEL, PH.D.

CONTACT INFORMATION:

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Tel Aviv, Israel 63111
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EDUCATION:

Doctor of Philosophy, Faculty of Management, 1994

Tel Aviv University, Tel Aviv, Israel

Dissertation: Differentiation of structural-managerial and cultural variables of the parent organizations of the international joint venture, and its relations to the venture's effectiveness.

Master of Science, Organizational Behavior, 1985

Tel Aviv University, Tel Aviv, Israel

Bachelor of Arts, Sociology and International Relations, 1979

Hebrew University, Jerusalem, Israel

AWARDS AND RECOGNITION:

- Best Paper Award 1st Annual EuroMed Conference, “*Knowledge Inflows and Outflows in International Business*”, November 2008
- Annual Award for Research – Kibbutz Fund, The Institute for Research of the Kibbutz, Haifa University, “*Radical Changes, Ideological Embeddedness, Demographic Depletion and Financial Performance: A Macro Longitudinal Study*”, 2004
- Annual Award for Research – The Bengis Center for Entrepreneurship and Hi-Tech Management, Ben Gurion University, “*Managing Entrepreneurship and Technological Innovation*”, 2003
- Best Paper Award – Proceedings of the 23rd Annual European International Business Academy (EIBA) Annual Conference, “*Foreign Parent and CEO Assessment of Equity International Joint Venture (EIJV) Performance in China*”, December 1997

University Awards:

- Rector's Prize for Outstanding Teachers, Tel Aviv University, 2002

ACADEMIC EXPERIENCE:

Head of The School of Management and Economics, 2008 to present
The Tel-Aviv Yaffo Academic College

Program Development, 2008 to present
Faculty of Management
Tel Aviv University

Top Management Programs Development, LAHAV.

Senior Lecturer, 2008 to present

The Tel-Aviv Yaffo Academic College

Teach undergraduate and graduate level courses of instruction in Organizational Behavior (Macro) and International Management.

Part-Time Lecturer/Teacher, 2005 to present

Tel Aviv University

Teach graduate courses in the Executive MBA Courses of Organizational Behavior (Macro) and International Management.

Head of Executive Education Unit, 2005-2008

The Interdisciplinary Center, Herzliya

Academic Program/Management, 2007

The Interdisciplinary Center, Herzliya

Program – “Management of Non-Profit and Culture Organizations.

Lecturer, 2004-2008

The Interdisciplinary Center, Herzliya

Teach undergraduate, graduate and executive level courses of instruction in Organizational Behavior (Macro), International Management, Cross Cultural Management, and International Strategic Alliances.

Lecturer, 1999-2005

Tel Aviv University

Teach undergraduate and graduate courses in the Executive MBA and Executive Development Courses. Courses include Organizational Behavior (Macro) and International Management.

Academic Manager, 1998-to present

Tel Aviv University

Program – “Management of Arts and Culture Organizations”

Visiting Research Fellow and Instructor, 1998-1999

Department of Economics

The University of Reading, United Kingdom

Program Developer, 1997-1999.

The Open University of Israel.

Manage and develop satellite delivered training program for public service administration in Israel’s outlying communities. Program is a collaboration of The Social and Cultural Trust Association and The Open University.

Academic Manager, 1996-2005.

Tel Aviv University.

Oversee several open enrollment and in-house top executive courses at the T.E.P.: National Bank of Israel, National Insurance Institute, Motorola, Educational Television, Teva, Lucent, Orbotec, and IBM.

Lecturer, 1995-1999

The Open University of Israel

Instructor, 1992-1994
Faculty of Management
Tel Aviv University

Graduate Teaching and Research Assistant, 1982-1988
Faculty of Management
Tel Aviv University

Academic Supervisor, 1982-1984
The Open University of Israel
Introduction to Social Psychology, Educational Psychology
and Social Interaction in the Classroom.

PUBLICATIONS:

Refereed

Yehekel, O., & Shenkar, O. Knowledge Flows in International Business. A JIBS Citation Analysis. *EuroMed Journal of Business*. 2009, 4(2), pp. 111-126.

Yehekel, O. & Lerner, M. Born to Be Wild? – On Managerial Capabilities and Business Performance in Technology Start-Ups. *International Studies of Management and Organization*. 2008, (special issue, forthcoming).

Shenkar, O., Luo, Y., & Yehekel, O. From “Distance” to “Friction”: Substituting Metaphors and Redirecting Intercultural Research. *Academy of Management Review*. 2008, 33(4), pp.905-925.

Yehekel, O., Newburry, W., & Zeira, Y. Significant Differences in the Pre and Post-Incorporation Stages of Equity International Joint Ventures (IJV's) and International Acquisition (IA's), and their Impact on Effectiveness. *International Business Review*. 2004, 13(5), pp.613-636.

Zeira, Y., Yehekel, O. & Newburry, W. International Joint Venture CEO versus Regional Headquarters Assessment of JV Effectiveness: A Matter of Perspective. *International Journal of Human Resource Management*. 2004, 15(4/5), pp. 670-687.

Newburry, W., Zeira, Y. & Yehekel, O. Autonomy of International Joint Ventures (IJV's) in China. *International Business Review*. 2003, 12(4), pp.395-419.

Yehekel, O., Zeira, Y., Shenkar, O. & Newburry, W. Parent-Company Dissimilarity and Equity International Joint Ventures Effectiveness. *Journal of International Management*. 2001, 7(2), pp.81-104.

Yehekel, O. Arkia Israel Airlines' CEO Israel Borovich on Strategic Alliances and Growth (Interview). *Academy of Management Executive*. 2001, 15(1), pp.12-15

Yehekel, O., Shenkar, O. Fiegenbaum, A., & Cohen, E. Cooperative Wealth Creation: Strategic Alliances in Israel Medical-Technology Ventures. *Academy of Management Executive*. 2001, 15(1), pp.16-24.

Zeira, Y., Newburry, W., & Yehekel, O. Equity International Joint Ventures (EIJV's) in Hungary: Factors Affecting Their Effectiveness. *Management International Review*. 1997, 37(3), pp. 259-278.

Borovitz, I., Ellis, S., & Yehekel, O. Group Processes and the Development of Information Systems: A Social Psychological Perspective. *Information and Management*. 1990, 19, pp.65-72.

Book Chapters

Yehekel, O. & Shetach, A. (Guest Editors). *Goal Accomplishment by Information Sharing and Organizational Cooperation*. Journal of International Studies of Management and Organization, 39(3) Fall 2009 .

Zeira, Y., Yehekel, O. & Newburry. *A Comparative Analysis of Performance Assessment: International Joint Venture Managers versus Regional Headquarters Managers*. In: Malcolm Warner (Ed.), Human Resource Management in China Revisited, 2005, pp.54-71.

Yehekel, O., & Lerner, M. *Flexible Institutionalization: On the Role of Managerial Variables in Technology Start-Ups*. In. Vinig, Z. & VanDeVoort, R. (Eds). The Emergence of Entrepreneurial Economics. Elsevier Science, Netherlands, 2005.

Newburry, W., Zeira, Y. & Yehekel, O. *Autonomy and Effectiveness in Equity Joint Ventures*. In. Tayeb, M. (ed.) International Business Partnership: Issues and Concerns, 2001. pp.55-71.

Books

Yehekel, O., & Shenkar, O. *International Management (in Hebrew)*. Open University Press, Israel, 2005

Articles Under Submission

Alon, I., Yehekel, O., & Lerner, M. *When Chinese Small Ventures Go Global – What Factors Distinguish Between Chinese Small Ventures That Internationalize and Those That Do Not?* Management and Organization Review. December 2009.

Newburry, W., Yehekel, O. & Zeira, Y. *The Interaction of Parent Company Differentiation with IJV Autonomy in Predicting IJV Effectiveness*. Asia Pacific Journal of Management. December 2009.

Sheaffer, Z., Honig, B., Tsionit, S. & Yehekel, O. *Radical Changes, Ideology, Dwindling Membership and Financial Distress: A Macro-Longitudinal Study*. European Management Journal, July 2009.

Papers in Submission Preparation

Yehekel, O., Yemini, M. *Not Born Here – Evaluation of the Country of Origin Effect on the Entrepreneurial Intentions of Israeli Students*.

Yehekel, O., Newburry, W. & Ansari, P. *Perceived Career Opportunities from Globalization: Globalization Capabilities and Attitudes Towards Women In Iran, Israel and the U.S.*

CONFERENCE
PAPERS, PROCEEDINGS
AND PRESENTATIONS

Refereed Presentations

Sheaffer, Z., Honig, B., Tsionit, S., & Yehekel, O. *Radical Changes, Ideology, Dwindling Membership and Financial Distress: A Macro Longitudinal Study*. Academy of Management Annual Meeting. Chicago, Illinois. August 7-11, 2009.

Shenkar, O., Luo, Y., & Yehekel, O. *From "Distance" to "Friction": Substituting Metaphors and Redirecting Intercultural Research*. Academy of Management Annual Meeting, Anaheim, California. August 2008.

Yehekel, O. *Making Large Global Collaboration Succeed*. Academy of Management Annual Meeting, Anaheim, California. August 2008.

Sheaffer, Z., Honig, B., Tsionit, S. & Yehekel, O. *Radical Changes, Ideology, Dwindling Membership and Financial Distress: A Macro-Longitudinal Study*. 23rd Workshop on Strategic Human Resource Management, Bled, Slovenia. April 2008.

Sheaffer, Z., Benson, H., Yehekel, O. & Ganzach, Y. *Radical Changes, Ideology, Demographic Depletion and Financial Distress: A Macro-Longitudinal Study*. ASAC 2006 Conference, Banff, Canada. June 2006.

Newburry, W., Yehekel, O., & Zeira, Y. *The Interaction of Parent Company Differentiation with IJV Autonomy in Predicting IJV Effectiveness*. The Academy of International Business Annual Meeting, Stockholm, Sweden. July 2004.

Yehekel, O., Sheaffer, Z., & Ganzach, Y. *Change and Financial Performance*, The Academy of Management Annual Meeting, Seattle, WA. August 2003.

Yehekel, O., Newburry, W., & Zeira, Y. *The Interaction of Parent Company Differentiation with IJV Autonomy in Predicting IJV Effectiveness*, The Academy of Management Annual Meeting, Seattle, WA. August 2003.

Yehekel, O., & Lerner, M. *Flexible Institutionalization: On The Role of Managerial Variables in Technology Start-Ups*, The Israeli Sociological Association Annual Conference, February 2003.

Yehekel, O., Newburry, W., & Zeira, Y. *IJV CEO Characteristics and IJV Effectiveness*, The Academy of Management Annual Meeting, Denver, CO. August 2002.

Sheaffer, Z., Yehekel, O., & Ganzach, Y. *Radical Changes and Financial Performance: A Macro-Longitudinal Study*, The Academy of Management Annual Meeting, Denver, CO. August 2002.

Yehekel, O., & Lerner, M. *Effects of Managerial, Structural and Cultural Variables of High-Tech Start-Ups on Their Performance*, Babson Entrepreneurship Research Conference, University of Colorado. June 2002.

Yehekel, O., Newburry, W., & Zeira, Y. *The Relationship of Parent-Company Differentiation and Equity International Joint Ventures (EIJV) Effectiveness in China*, Annual Conference of European International Business Academy, Paris, France. December 2001.

Yehekel, O., & Ben-Ami, I. *Corporate Sponsorship of the Arts in Israel*, 2001 Annual Meeting of the Israeli Sociological Association, Jerusalem, Israel. February 2001.

Yehekel, O., Newburry, W., & Zeira, Y. *Equity International Joint Ventures (EIJV's) and International Acquisitions (IA's): Generic Differences in Their Pre and Post-Incorporation Stages- The Case of Israel*, International Business Academy Annual Meeting, Maastricht. December 2000.

Yehekel, O., Ben-Ami, I. *Corporate Sponsorship of the Arts in Israel. The 26th Annual Social Theory, Policies and the Arts Conference*, Washington, DC. October 2000.

Newburry, W., Zeira, Y. & Yehekel, O. *Autonomy of Equity International Joint Ventures in China*. Academy of International Business Annual Meeting. Vienna, Austria. October 1998.

Newburry, W., Zeira, Y., & Yehekel, O. *Foreign Parent and CEO Assessment of Equity International Joint Venture (EIJV) Performance in China*. European International Business Academy Annual Conference, Stuttgart. December 1997.

Newburry, W. Yehekel, O. & Zeira, Y. *The Impact of Structural and Managerial Variables on Equity International Joint Venture Effectiveness in China and Hungary*. The Academy of International Business Annual Meeting, Monterrey. October 1997.

Zeira, Y., Newburry, W., & Yehekel, O. *Factors Affecting the Effectiveness of Equity International Joint Ventures (EIJV's) in Hungary. Marketing Strategies for Central and Eastern Europe*, Vienna, Hungary. December 1995.

Yehekel, O., & Glicksohn, J. *The Acquisition of Learning Skills Within a University Course: A Comparison of Two Groups*, ICDE 16th World Conference Book, 1992.

Refereed Proceedings

Sheaffer, Z., Honig, B., Tsionit, S., & Yehekel, O. *Radical Changes, Ideology, Dwindling Membership and Financial Distress: A Macro-Longitudinal Study*, Proceedings of the 1st International Congress on Pervasive Computing and Management, Mumbai, India. January 9-10, 2009.

Yehekel, O., & Lerner, M. *Effects of Managerial, Structural and Cultural Variables of High-Tech Start-Ups on their Performance*, Babson Entrepreneurship Research Conference, University of Colorado. June 2002.

Yehekel, O., Newburry, W., & Zeira, Y. *The Relationship of Parent-Company Differentiation and Equity International Joint Ventures (EIJV) Effectiveness in China*, Proceedings of the Annual Conference of EIBA

(European International Business Academy, Paris, France. December 2001

Yehekel, O., Newbury, W., & Zeira, Y. *Equity International Joint Ventures (IJV's) and International Acquisitions (IA's): General Differences in Their Pre and Post-Incorporation Stages – The Case of Israel*, Proceedings of the Annual Conference of EIBA (European International Business Academy), Maastricht. December 2000.

Zeira, Y., Newbury, W., & Yehekel, O. *Foreign Parent and CEO Assessment of Equity International Joint Venture (EIJV) Performance in China*, Best Paper Proceedings of the 23rd Annual European International Business Academy (EIBA) Annual Conference, December 1997 (Best Paper Award).

Zeira, Y., Newbury, W., & Yehekel, O. *Factors Affecting the Effectiveness of Equity International Joint Ventures (EIJV's) in Hungary*, Proceedings of Marketing Strategies for Central and Eastern Europe, Vienna, Austria. December 1995.

Borovita, I., Taussig, I., Yehekel, O. *Strategic Information Systems Planning for National Public Health Service in Israel*, Proceedings of HICSS22 – International Conference on System Sciences, January 1989.

RESEARCH PAPERS:

Yehekel, O., & Zviran, M. *Leading Companies in the Israeli Hi-Tech Industry: Managerial Profile*, (Tel Aviv University, Institute of Business Research, December 2004, 25pp.)

Yehekel, O., Zeira, Y., & Newbury, W. *Autonomy of Equity International Joint Ventures in China*, (Tel Aviv University, Institute of Business Research, December 2000).

Zeira, Y., Pazy, A., Yehekel, O., & Banai, M. *Training Professionals in Host-Country Organizations*, (Tel Aviv University, Institute of Business Research, Part II, January 1982, 149 pp.)

Zeira, Y., Pazy, A., Yehekel, O., & Banai, M. *Training Professionals in Host-Country Organizations*, (Tel Aviv University, Institute of Business Research, Part II, January 1982, 149 pp.)

Zeira, Y., Pazy, A., Yehekel, O., & Banai, M. *Training Professionals in Host-Country Organizations*, (Tel Aviv University, Institute of Business Research, Part I, December 1980, 87 pp.)

Current Research:

Effectiveness, Differentiation and Integration in International Strategic Alliances (Joint Ventures and Acquisitions).

International Strategic Alliances as Strategy for Coping with Dependence and Ambiguity in the External Environment.

Effects of Globalization on Current Organizational Theories.

Success and Failure of Technological Start-Ups: A Managerial Perspective.

CONSULTANCIES:

- Arkia Airlines, Elektra Consumer Products, Discount Bank, Castro, Rotem Industries, Israeli Police, Valor – Consultant. 1986 to present.
 - The Open University of Israel
-

NATIONAL AND
PROFESSIONAL
AFFILIATIONS:

Board of Directors

- General Assembly of Batsheva Dance Company (2006 to present)
- Board of Directors of The Israel Film Fund (2003 to present)
- Board of Directors of ZIM (2004-2007)
- Board of Directors of MAMAN (2004-2007)

Professional/National Associations

- Academy of Management
 - European International Business Academy (Representative for Israel)
 - Academy of International Business
-

PROFESSIONAL
EXPERIENCE:

Academic Director, 2006-2008

Executive Education Unit, IDC.

Oversaw customized top management development programs: Mey Eden, Clalit Health Services, Ness, Verint, Tadiran, HP, Leumi Card, Carmel Olefins, Bank Hapoalim, Microsemi SAP, UPS, Electra Consumer Products Israel Ltd.

Academic Director, 2006-2008

Executive Education Unit, IDC.

Director of following open enrollment programs for top executives.

Cross Culture Management Program:

The Chinese Century (in cooperation with The Chinese Embassy)

The Land of the Morning Calm – Korea (in cooperation with The Korean Embassy)

Passage to India (in cooperation with The Indian Embassy)

Japan through the Economic Glass (in cooperation with the Japanese Embassy)

Sometimes it works – sometimes it doesn't – Critical Success Factors for HR in Mergers and Acquisitions (in cooperation with Ashridge Consulting, UK).

International Human Resource Management

Discussant, December 2007

Cooperative Relations, The Israel Strategy Conference
The Hebrew University, Jerusalem.

Academic Developer/Instructor, 2007

The Israeli National Defense College

Instruction and development of "Change Leadership" module.

Director, 2006-2007

Council for Higher Education Advisor Committee

The Academic College of Emek Yezreel

Oversaw committee for approval of new “Organizational Behavior and Consulting” M.A. Program.

Committee Member, 2005

Tel Aviv University

Committee for Improving Students’ Service

Instructor/Developer, 1995 to present

Self-employed Instructor

Conduct and develop top executive development workshops for the following companies: Teva, National Semi-Conductors, Ministry of Education, Israeli National Bank, Poalim Bank, ECI< Israeli Police, Visa, “Aroutze Zahav” Cables Company, Liras Systems, Orbotec, Israeli Knesset, Israeli Mosad, Globes, Ministry of Defense, Israeli Aircraft Industry, Allvarion, SAP-Portals, Ness, Israel Corp., SuperPharm, Mei Eden, Strauss-Elite, Castro, BMC, Verint, Tadiran, Leumi Card, Netafim, SAP, Klalit Health Services, Actelis, Sundisc.

Topics of Instruction include: Strategies for managing organizations under uncertain environment conditions, International Strategic Alliances (M&A's), and International Management.