

Curriculum Vitae

HANNES GUENTER

Maastricht University, School of Business and Economics

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ACADEMIC APPOINTMENTS

- 10/2015 – present **Associate Professor of Organizational Behavior** at Maastricht University, School of Business and Economics, The Netherlands
- 07/2008 – 09/2015 **Assistant Professor** (tenured since 2013) at Maastricht University, School of Business and Economics, The Netherlands
- 10/2007 – 05/2008 **Postdoctoral researcher** at ETH Zurich, Department of Management, Technology, and Economics, Switzerland
- Academic visits **New York University**, Stern School of Business, United States of America (11/2016 – 12/2016)
- University of Sheffield**, Institute of Work Psychology, United Kingdom (09/2006)

ACADEMIC EDUCATION

- 10/2003 – 10/2007 **Ph.D. in Work and Organizational Psychology** at ETH Zurich, Department of Management, Technology, and Economics, Switzerland
- 11/1999 – 07/2003 **Diploma in Psychology** at Dresden University of Technology, Department of Psychology, Germany
- 03/2001 – 08/2001 **Study Abroad Program** at University of Melbourne, Department of Psychology, Australia
- 10/1997 – 10/1999 **Pre-Diploma in Psychology** at University of Freiburg, Department of Psychology, Germany

RESEARCH INTERESTS

- Voice behavior and employee silence (e.g., temporal dynamics in voice and silence, leader voice endorsement, antecedents of voice behavior)
- Team effectiveness and team processes over time (e.g., conflict escalation)
- Leadership dynamics (e.g., authentic leadership, team leadership)

PUBLICATIONS

* indicates PhD student at time of project initiation

Refereed Papers in Academic Journals

1. *Reissner, T. A., Guenter, H., & de Jong, S. B. (2025). When newcomer voice is (not) endorsed: The moderating effect of organizational socialization. *Journal of Vocational Behavior*, 160, 104126.
2. *Reissner, T. A., Guenter, H., & de Jong, S. B. (2024). Exploring newcomer voice and silence dynamics: The role of organizational socialization. *Journal of Occupational and Organizational Psychology*, 97, 1307-1329.
3. *Graessler, S., Guenter, H., de Jong, S. B., & Henning, K. (2024). Organizational change towards the circular economy: A systematic review of the literature. *International Journal of Management Reviews*, 26, 556-579.
 - Recognized as one of the Top Ten Most-Cited Papers of 2024
4. *Isaakyan, S., Sherf, E., Tangirala, S. & Guenter, H. (2021). Keeping it between us: Managerial endorsement of public versus private voice. *Journal of Applied Psychology*, 106, 1049–1066.
5. Boone, C., Lokshin, B., Guenter, H., & Belderbos, R. (2019). Top management team nationality diversity, corporate entrepreneurship and innovation in multinational firms. *Strategic Management Journal*, 40, 277-302.
6. Kragt, D. & Guenter, H. (2018). Why and when leadership training predicts effectiveness: The role of leader identity and leadership experience. *Leadership & Organization Development Journal*, 39, 406-418.
7. *Kuypers, T., Guenter, H., & Van Emmerik, IJ.H. (2018). Team turnover and task conflict: A longitudinal study on the moderating effects of collective experience. *Journal of Management*, 44, 1287-1311.
8. Notelaers, G., Nielsen, M.B., Einarsen, S.V., Guenter, H., & Van der Heijden, B. (2018). Do interpersonal conflict, aggression and bullying at the workplace overlap? A latent class modeling approach. *Frontiers in Psychology*, 9, 1743.
9. Guenter, H., Gardner, W.L., Davis, K.M., Randolph-Seng, B., & Prabhu, V. (2017). Shared authentic leadership in research teams: Testing a multiple mediation model. *Small Group Research*, 48, 719-765.
10. Guenter, H., Schreurs, B., Van Emmerik, IJ.H., & Sun, S. (2017). What does it take to break the silence in teams: Authentic leadership and/or proactive followership? *Applied Psychology: An International Review*, 66, 49-77.
11. Miscenko, D., Guenter, H., & Day, D.V. (2017). Am I a leader? Examining leader identity development over time. *Leadership Quarterly*, 28, 605-620.
12. Cuijpers, M., Uitdewilligen, S., & Guenter, H. (2016). Effects of dual identification and inter-team conflict on multi-team system performance. *Journal of Occupational and Organizational Psychology*, 89, 141-171.

13. Guenter, H., Van Emmerik, IJ.H., Schreurs, B., *Kuypers, T., Van Iterson, A., & Notelaers, G. (2016). When task conflict becomes personal: The impact of perceived team performance. *Small Group Research*, 47, 569-604.
 - 2016-2017 Small Group Research Best Article of the Year Award
14. Schreurs, B., Guenter, H., Jawahar, I.M., & De Cuyper, N. (2015). Speaking up when feeling job insecure: The moderating role of punishment and reward sensitivity. *Journal of Organizational Change Management*, 28, 1107-1128.
15. Schreurs, B., Guenter, H., Van Emmerik, IJ.H., Notelaers, G., & Schumacher, D. (2015). Pay level satisfaction and employee outcomes: The moderating effect of autonomy and support climate. *International Journal of Human Resource Management*, 26, 1523-1546.
16. Van den Broeck, A., Schreurs, B., Guenter, H., & Van Emmerik, IJ.H. (2015). Skill utilization and well-being: A cross-level story of day-to-day fluctuations and personal intrinsic values. *Work & Stress*, 29, 306-323.
17. Guenter, H., Van Emmerik, IJ.H., & Schreurs, B. (2014). The negative effects of delays in information exchange: Looking at workplace relationships from an affective events perspective. *Human Resource Management Review*, 24, 283-298.
18. Schreurs, B., Van Emmerik, IJ.H., Van den Broeck, A., & Guenter, H. (2014). Work values and engagement within teams: The mediating role of need satisfaction. *Group Dynamics: Theory, Research, and Practice*, 18, 267-281.
19. Schreurs, B., Guenter, H., Hülshager, U., & Van Emmerik, IJ.H. (2014). The role of punishment and reward sensitivity in the emotional labor process: A within-person perspective. *Journal of Occupational Health Psychology*, 19, 108-121.
20. Boos, D., Grote, G., & Guenter, H. (2013). Toolbox for managing organisational issues in the early stage of the development of a ubiquitous computing application. *Personal and Ubiquitous Computing*, 17, 1261-1279.
21. Boos, D., Guenter, H., Grote, G., & Kinder, K. (2013). Controllable accountabilities: The internet of things and its challenges for organizations. *Behaviour & Information Technology*, 32, 449-467.
22. Guenter, H., Schreurs, B., Van Emmerik, IJ.H., Gijssbers, W., & Van Iterson, A. (2013). How adaptive and maladaptive humor influence well-being at work: A diary study. *HUMOR: International Journal of Humor Research*, 26, 573-594.
23. Schreurs, B., Guenter, H., Schumacher, D., Van Emmerik, IJ.H., & Notelaers, G. (2013). Pay level satisfaction and employee outcomes: The moderating effect of employee involvement climate. *Human Resource Management*, 52, 399-422.
24. Guenter, H. & Grote, G. (2012). Collaborative planning and its antecedents: An assessment in supply chain relationships. *Journal of Management & Organization*, 18, 36-52.
25. Schreurs, B.H., Van Emmerik, IJ.H., Guenter, H., & Germeys, F. (2012). A weekly diary study on the buffering role of social support in the relationship between job insecurity and employee performance. *Human Resource Management*, 51, 259-280.
26. Cuijpers, M., Guenter, H., & Hussinger, K. (2011). Costs and benefits of inter-departmental innovation collaboration. *Research Policy*, 40, 565-575.

27. Grote, G., Weichbrodt, J., Guenter, H., Zala-Mezö, E., & Künzle, B. (2009). Coordination in high-risk organizations: the need for flexible routines. *Cognition, Technology, and Work*, 11, 17-27.
28. Guenter, H., Grote, G., & Thees, O. (2006). Information technology in supply networks: does it lead to better collaborative planning? *Journal of Enterprise Information Management*, 19, 540-550.
29. Shepherd, C. & Guenter, H. (2006). Measuring supply chain performance: current research and future directions. *International Journal of Productivity and Performance Management*, 55, 242-258.
 - Emerald Outstanding Paper Award for Excellence

Chapters in Books

30. Guenter, H., De Snoo, C., Shepherd, C., Moscoso, P.G., & Riedel, J.C.K.H. (2010). Collaborative planning in supply chains: the importance of creating high quality relationships. In: J.R. Wilson, J. Fransoo & T. Wäfler (Eds.), **Behavioral Operations in Planning and Scheduling** (pp. 83-104), London: Springer.
31. Shepherd, C. & Guenter, H. (2010). Measuring supply chain performance: current research and future directions (reprint). In: J.R. Wilson, J. Fransoo & T. Wäfler (Eds.), **Behavioral Operations in Planning and Scheduling** (pp. 105-122), London: Springer.
32. Grote, G. & Guenter, H. (2009). Managing uncertainties through collaborative planning, In G. Grote: **Management of uncertainty - Theory and application in the design of systems and organizations** (pp. 75-90), London: Springer.

Papers in Best Paper Proceedings (Rated in top 10%)

33. *Reissner, T.A., Guenter, H., & De Jong, S.B. (2019). When newcomer voice is (not) heard: The role of newcomer socialization. *Academy of Management Best Paper Proceedings*. 10.5465/AMBPP.2019.209

AWARDS

2025	Nominated as member of a teaching team for the Outstanding Education Award , Maastricht University, School of Business and Economics
2017	2016-2017 Small Group Research Best Article of the Year Award , first author
2017	Outstanding Reviewer Award , Group & Organization Management
2016	Outstanding Reviewer Award , Careers Division, 76 th Academy of Management Annual Meeting
2014	Nominated for Excellent Graduate Educator Award , Maastricht University, School of Business and Economics
2011	Best Paper Award in Organizational Behavior Track of 2011 Southern Management Association Conference, co-author

- 2011 **Best Paper Award** in Human Resource Management & Careers Track of 2011 Southern Management Association Conference, co-author
- 2011 **Outstanding Reviewer Award**, Organizational Behavior Division, 71th Academy of Management Annual Meeting
- 2011 **Best Paper Submission** by an SMA Member to the Eastern Academy of Management International Conference, first author
- 2011 **Best Submission** in Research Methods Track of the Eastern Academy of Management International Conference, co-author
- 2010 Nominated for **Excellent Graduate Educator** Award, Maastricht University, School of Business and Economics
- 2010 **Outstanding Reviewer Award**, Organizational Behavior Division, 70th Academy of Management Annual Meeting
- 2007 Emerald **Outstanding Paper Award** for Excellence, International Journal of Productivity and Performance Management, co-author

GRANTS

- 2020 **“Optimizing change processes for the circular economy”**, part of the EU Horizon 2020 Bio Based Value Circle project: €252.788 for 3-year PhD position to study circular change management approaches, co-applicant
- 2017 Graduate School of Business and Economics, Maastricht University: €1.023 to study organizational newcomer voice, co-applicant
- 2011 **“Increasing research team effectiveness: Authentic team leadership”**, Southern Management Association Research Incubator: \$10.000 to study authentic leadership in scientific research teams, first applicant
- 2011 University Fund Limburg: €3.000 travel grant to attend Eastern Academy of Management Conference, co-applicant
- 2011 Network Social Innovation, Maastricht University: €4.800 to study team performance in the homecare sector, co-applicant
- 2011 Graduate School of Business and Economics, Maastricht University: €4.000 open seed funding to conduct research
- 2010 Network Social Innovation, Maastricht University: €5.000 to study work processes in multi-team systems, co-applicant
- 2006 **“Management of downstream organizational risks in technology innovation”**, ETH Zurich: CHF137.000 to study organizational risk management for ubiquitous computing, co-applicant

PHD SUPERVISION

2021 – 2026	PhD co-supervisor of Sophie Graessler (Optimizing change processes for the circular economy)
2017 – 2024	PhD co-supervisor of Tim Reissner (Learning to speak up: A socialisation perspective on voice behavior)
2013 – 2017	PhD co-supervisor of Sofya Isaakyan (Public versus private voice: The role of social setting in explaining managerial reactions to employee voice)
2010 – 2014	PhD co-supervisor of Tom Kuypers (What's in a team: A dynamic perspective on intragroup conflict and team composition)
2008 – 2020	Member of doctoral committees: Daniela Kirchberg (Maastricht University); Desiree Schumacher (Maastricht University); Ann Kristin Zobel (Maastricht University); Martin Rehm (Maastricht University); Dominik Fröhlich (Maastricht University); Catherine Gabelica (Maastricht University); Catarina dos Santos (Maastricht University); Ran Zhang (University of Groningen); Sriji E S (Indian Institute of Technology Madras); Mieke Koeslag-Kreunen (Maastricht University); Katharina Schmitte (Maastricht University); Anna Huppertz (Maastricht University); Jing Wu (Rotterdam School of Management); Alicia Walkowiak (Maastricht University)

LEADERSHIP AND SERVICE

2026 – present	Member of the Management Team for the Department of Organization, Strategy and Entrepreneurship at Maastricht University
2025	Selection committee for Postdoctoral Position at Maastricht University
2024 – present	INGRoup Outstanding Conference (Student) Paper Committee
2016 – present	Coordinator of the Organizational Behavior bachelor course at Maastricht University
2008 – present	Coordinator of the Organizational Change & Consultancy master course at Maastricht University
2014 – present	Board of Admissions for the International Business master programs at Maastricht University
2011 – 2023	Coordinator of the MSc Organization: Management, Change and Consultancy master program at Maastricht University, which is one of the International Business master specializations at Maastricht University
2019 – 2022	Chair of the Board of Admissions for the International Business master programs at Maastricht University

2017 – 2021	Making Connections Committee of the Organizational Behavior Division of the Academy of Management: Co-organizer of the Professional Development Workshop “New to OB? Navigating the OB Division and AOM” (2018-2021); Co-organizer of the Welcome-a-Member-Program (2017-2021)
2016	Fast Forward Program (academic leadership development program) at Maastricht University School of Business and Economics
2016	Selection committee for Full Professor at Maastricht University
2012, 2015, 2021	Selection committee for Assistant Professor at Maastricht University
2014	Organizational Behavior Track Best Overall Paper Committee at SMA 2014 Annual Meeting, Savannah, USA
2013	Research Methods Track Co-Chair at Eastern Academy of Management International, Bangalore, India
2006	Co-organizer of the 13 th European Conference on Cognitive Ergonomics at ETH Zurich, Switzerland

PROFESSIONAL SERVICE

Editorial Positions	Associate Editor, Group & Organization Management (2022-2026)
Editorial Board	Group & Organization Management (2014-present) Small Group Research (2011-2022) Journal of Leadership and Organizational Studies (2012-2018)
Ad Hoc Reviewer	Academy of Management Annual Conference Career Development International European Journal of Work and Organizational Psychology Human Resource Management Journal of Management Studies Journal of Vocational Behavior Organizational Psychology Review Research Policy Southern Management Association Annual Meeting
Research Fellow	Graduate School of Business and Economics at Maastricht University
Affiliations	Academy of Management (AoM) European Association of Work and Organizational Psychology (EAWOP) Interdisciplinary Network of Group Research (INGroup) Society for Industrial and Organizational Psychology (SIOP)
Networks	EU Marie Curie – European Industrial Doctorate (EID) Programme aimed at training the new generation of industrial doctorates in the transition towards bio-based value circles (2021-2024) EU COST (European Cooperation in Science and Technology) Action on Human and Organisational Factors in Industrial Planning and Scheduling (2004-2008)

TEACHING RECORD

2025	Senior executive leadership assessment for a Germany company
2025 – present	Coordinator of Executive MBA course (1-week program) on “Managing Organizations in Times of Change”
2025 – present	Supervisor of 10 BSc theses , Maastricht University
2008 – present	Coordinator and teacher of MSc course Organizational Change & Consultancy, Maastricht University
2008 – present	Supervisor of about 200 MSc theses , Maastricht University
2008 – present	Supervisor of 7 Executive MBA theses , Maastricht University
2016 – present	Coordinator and teacher of BSc course Organizational Behavior, Maastricht University
2020 – 2022	Lecture in MSc course Data Analytics (Topic: Multilevel Analysis Using R), Maastricht University
2020	Teacher of MSc course Managers@Work, Maastricht University
2019, 2021, 2022	Executive MBA module in Entrepreneurship and New Business Development (Topic: Leadership – Connecting People), Maastricht University
2018, 2020, 2022	Executive MBA module in Understanding Business in Times of Change (Topic: Change & Proactivity), Maastricht University
2017 – 2018	Development and implementation of five customized executive trainings for management board of a German company: Self-management; Creativity & Innovation; Proactive Work Behavior; Teamwork; Change Management
2013 – 2018	Lecture in MSc course Writing a Master Thesis (Topic: Conceptual Modeling), Maastricht University
2013 – 2018	Supervisor of 3 MSc theses , University of Applied Sciences and Arts Northwestern Switzerland
2014 – 2016	MSc Business Research module in Advanced Quantitative Research Methods 2 (Topic: Multilevel Analysis), Maastricht University
2014, 2016	Executive MBA module in Organizational Behavior (Topic: Understanding the Individual), Maastricht University (co-taught with Bert Schreurs)
2016	Executive MBA module in Procurement Leadership (Topic: Team Dynamics), Maastricht University (co-taught with Bert Schreurs)
2014 – 2015	Teacher of MSc course Leadership, Maastricht University
2011 – 2015	Supervisor of about 10 Honours BSc theses , Maastricht University

2011 – 2013	Research methods workshops on Multilevel Analysis Using R , Eastern Academy of Management International, Academy of Management Annual Meeting, Center for the Advancement of Research Methods and Analysis, SMA Annual Meeting; co-taught with Bert Schreurs and Hetty van Emmerik
2008 – 2012	Teacher of MSc course Management of Organizational Learning, Maastricht University
2010 – 2012	Academic coach for 10 student teams in MSc Entrepreneurship & SME Management (Topics: Planning, Accountability, and Resilience), Maastricht University
2005 – 2008	Executive MBA module (Topic: Group Dynamics), University of Zurich
2007	Lectures in MSc course Empirical Methods (Topics: Survey Design, Quantitative Statistics, and SPSS), ETH Zurich
2007	Lecture in MSc course Human Resource Management (Topic: Management by Objectives), ETH Zurich
2006 – 2007	MSc course module in Human Resource Management (Topic: Pay for Performance), ETH Zurich
2006 – 2007	MSc course module in Human Resource Management (Topic: Personnel Selection Methods), ETH Zurich
2005 – 2007	MSc course module in Human Resource Management (Topic: Work Process Analysis), ETH Zurich
2005 – 2006	Supply Chain Management MBA modules (Topics: Collaborative Planning; Group Dynamics), ETH Zurich

PRESENTATIONS

* indicates PhD student at time of project initiation

Reviewed Conference Presentations

- *Graessler, S.F., Guenter, H., & De Jong, S.B. (2024). Going circular in a linear business environment: Squaring the circle? **Academy of Management Annual Meeting**, Chicago, IL, 9-13 August.
- *Graessler, S.F., Guenter, H., & De Jong, S.B. (2023). Going circular in a linear business environment: Squaring the circle? **EGOS Colloquium**, Cagliari, July 6-8.
- *Graessler, S.F., Guenter, H., & De Jong, S.B. (2022). Organizational change towards the circular economy: A systematic review of the literature. **Academy of Management Annual Meeting**, Seattle, WA, 5-9 August.
- *Reissner, T. A., Guenter, H., & de Jong, S. B. (2021). How voice and silence develop in newcomers: A four-wave organizational socialization perspective. **Academy of Management Annual Meeting**, Boston, MA, 9-13 August.

- *Reissner, T.A., Guenter, H., & De Jong, S.B. (2019). When newcomer voice is (not) heard: The role of newcomer socialization. **Academy of Management Annual Meeting**, Boston, MA, 9-13 August.
- Guenter, H. & Morrison, E. (2018). When to speak up and when to remain silent: A process model of voice and silence. **Academy of Management Annual Meeting**, Chicago, IL, 10-14 August.
- *Isaakyan, S. & Guenter, H. (2018). Employees' misplaced loyalty: Perceived costs and actual benefits of public voice. **Academy of Management Annual Meeting**, Chicago, IL, 10-14 August.
- *Isaakyan, S., Sherf, E., Tangirala, S., & Guenter, H. (2017). Keeping it between us: Public versus private setting, image threat, and managerial responses to employee voice. **Academy of Management Annual Meeting**, Atlanta, GA, 4-8 August.
- Hamstra, M.R.W., Guenter, H., & Schreurs, B. (2017). When people don't listen: What explains why employee voice behavior is or is not appreciated. Symposium at the **European Congress of Work and Organizational Psychology**, Dublin, 17-20 May.
- Guenter, H. (2016). Who is afraid of employee voice? The role of leader impostor fear in voice aversion. **INGRoup conference**, Helsinki, 14-16 July.
- *Isaakyan, S. & Guenter, H. (2016). Managers' attributions and responses to voice: A matter of context. **SIOP Annual Conference**, Anaheim, 14-16 April.
- *Isaakyan, S., Guenter, H., & Sun, S. (2015). When LMX makes managers react positively to voice: It matters how you speak up. **Southern Management Association (SMA) Annual Meeting**, St Pete Beach, FL, 27-31 October.
- *Isaakyan, S. & Guenter, H. (2015). How leaders' reactions to voice depend upon leader-member exchange quality: An event-study approach. **European Congress of Work and Organizational Psychology**, Oslo, 20-23 May.
- Guenter, H., Schreurs, B., Van Emmerik, IJ. H., Sun, S., & *Isaakyan, S. (2014). Silence in teams: How proactive personality moderates the influence of authentic leadership. Presented in the "An impetus for voice/silence research: Uncovering new divers and contingencies" symposium (Chairs: H. Guenter, S. Isaakyan, B. Schreurs, & S. Sun) at the **Academy of Management Annual Meeting**, Philadelphia, PA, 1-5 August.
- Miscenko, D., Guenter, H., & Day, D. (2014). The development of leader identity: leadership skills, training, and goal orientation. **SMA Annual Meeting**, Savannah, GA, 11-15 November.
- Guenter, H., Gardner, W.L., Randolph-Seng, B., Prabhu, V., Davis, K.M., & Van Emmerik, IJ.H. (2013). Shared authentic leadership in scientific research teams. **SMA Annual Meeting**, New Orleans, LA, 5-9 November.
- *Kuypers, T., Guenter, H., & Van Emmerik, IJ.H. (2013). How collective experience in teams moderates the dynamic relationship between team turnover and task conflict. **SMA Annual Meeting**, New Orleans, LA, 5-9 November.
- *Kuypers, T., Guenter, H., Van Emmerik, IJ.H., & Schreurs, B. (2013). How team turnover disrupts team performance: A human resources loss perspective. **Academy of Management Annual Meeting**, Orlando, FL, 9-13 August.

- Schreurs, B., Guenter, H., Hülshager, U., Van Emmerik, I.J.H. (2013). When faking emotions is especially hurtful: The role of punishment sensitivity. **Academy of Management Annual Meeting**, Orlando, FL, 9-13 August.
- Guenter, H., *Kuypers, T., Van Emmerik, I.J.H., Schreurs, B., & Notelaers, G. (2012). Relationship conflict and affective commitment over time: The moderating influence of demographic diversity in permanent work teams. **Academy of Management Annual Meeting**, Boston, MA, 3-7 August.
- Schreurs, B., Guenter, H., Van Emmerik, I.J.H., Notelaers, G., & Schumacher, D. (2012). Pay level satisfaction and employee outcomes: The moderating effect of autonomy and support climate. **Academy of Management Annual Meeting**, Boston, MA, 3-7 August.
- Schreurs, B., Van den Broeck, A., Guenter, H., & Van Emmerik, I.J.H. (2012). Daily skill discretion and well-being: The moderating role of work values. **SMA Annual Meeting**, Ft Lauderdale, FL, 30 October-3 November.
- Van Emmerik, I.J.H., Schreurs, B., Guenter, H., Verbruggen, M., & Humphrey, R.H. (2012). The dynamic nature of emotional labor and cynicism: A diary study on the moderating role of conscientiousness. **SMA Annual Meeting**, Ft Lauderdale, FL, 30 October-3 November.
- Bayerl, P. S., Guenter, H., & Lauche, K. (2011). Unpacking team planning in distributed work contexts. **European Congress of Work and Organizational Psychology**, Maastricht, 25-28 May.
- Cuijpers, M., Uitdewilligen, S., & Guenter, H. (2011). Effects of dual identification and conflict development on multi-team system performance. **Academy of Management Annual Meeting**, San Antonio, TX, 12-16 August.
- Cuijpers, M., Guenter, H., & Uitdewilligen, S. (2011). An episodic study of multi-team system planning, anticipation, and coordination. **European Congress of Work and Organizational Psychology**, Maastricht, 25-28 May.
- Guenter, H., Van Emmerik, I.J.H., Schreurs, B., *Kuypers, T., Van Iterson, A., & Notelaers, G. (2011). When conflict threatens teams: how perceived performance influences relationship conflict over time. **Academy of Management Annual Meeting**, San Antonio, TX, 12-16 August.
- Guenter, H., Van Emmerik, I.J.H., Schreurs, B., & Li, J. (2011). Explaining temporal dynamics in team coordination: the influence of team planning and conflict. **Eastern Academy of Management**, Bangalore, 26-30 June.
- Schreurs, B., Schumacher, D., Van Emmerik, I.J.H., Guenter, H., & Notelaers, G. (2011). Pay level dissatisfaction and employee outcomes: The moderating effect of employee involvement climate. **SMA Annual Meeting**, Savannah, GA, 9-12 November.
- Schreurs, B., Van Emmerik, I.J.H., Guenter, H., Blumberg, B.F., Schuhmacher, D., & De Cuyper, N. (2011). How relative job insecurity affects the relation between information sharing and employee outcomes. **Academy of Management Annual Meeting**, San Antonio, TX, 12-16 August.
- Schreurs, B.H., Van Emmerik, I.J.H., Guenter, H., & Germeys, F. (2011). A weekly diary study on the buffering role of social support in the relationship between job insecurity and employee performance. **European Congress of Work and Organizational Psychology**, Maastricht, 25-28 May.

- Van Emmerik, IJ.H., Schreurs, B., & Guenter, H. (2011). The dynamic nature of emotional labor and cynicism: A diary study on the moderating role of conscientiousness. **SMA Annual Meeting**, Savannah, GA, 9-12 November.
- Van Emmerik, IJ.H., Schreurs, B., & Guenter, H. (2011). Measuring and monitoring the team: Using team-level information to monitor the well-being of employees. **European Congress of Work and Organizational Psychology**, Maastricht, 25-28 May.
- Cuijpers, M., Uitdewilligen, S., & Guenter, H. (2010). Dual identification in multi-team systems. **INGRoup conference**, Washington, DC, 22-24 July.
- Van Emmerik, IJ.H., Schreurs, B., Guenter, H., & Van den Broeck, A. (2010). Direct and indirect effects of shared work value orientations on employee's job engagement within teams. **SMA Annual Meeting**, St. Pete Beach, FL, 27-30 October.
- Guenter, H. (2009). Undermining coworker relationships: time delays in information exchange, **European Congress of Work and Organizational Psychology**, Santiago de Compostela, 13-16 May.
- Guenter, H. & Grote, G. (2009). Seeing the forest and the trees? A study into collaborative planning and its antecedents. **Academy of Management Annual Meeting**, Chicago, IL, 7-11 August.
- Guenter, H. & Grote, G. (2009). Collaborative planning in vertical relationships: an examination of its antecedents. **European Congress of Work and Organizational Psychology**, Santiago de Compostela, 13-16 May.
- Guenter, H., Shepherd, C., Moscoco, P., De Snoo, C., & Riedel, J. (2009). Understanding relationship quality and its link with supply chain performance – a review. **International Symposium on Logistics**, Istanbul, July 5-8.
- Boos, D., Guenter, H., & Grote, G. (2008). Internet of Things – Designing accountability towards an unknown audience? **EGOS Colloquium**, Amsterdam, July 10-12.
- Boos, D., Guenter, H., & Grote, G. (2007). Organizational issues, technological frames and the development of a new ubiquitous computing prototype. **EGOS Colloquium**, Vienna, July 5-7.
- Guenter, H., Shepherd, C., Moscoco, P., De Snoo, C., & Riedel, J. (2007). Unpacking relationship quality in supply chains: An interdisciplinary review. **International Conference on Human Aspects of Advanced Manufacturing Agility and Hybrid Automation**, Poznan, July 9-12.
- De Snoo, C., Moscoco, P., Guenter, H., Shepherd, C., & Riedel, J. (2007). Relationship quality and collaborative planning: An interdisciplinary review. **International Annual Conference of the European Operations Management Association**, Ankara, June 17-20.
- Grote, G., Weichbrodt, J., & Guenter, H. (2007). Coordination in high-risk organizations: The need for flexible routines. **International Conference on Organizational Routines**, Strasbourg, May 25-26.
- Grote, G., Gerber, M., Guenter, H., & Wittekind, A. (2007). Content matters: Different reactions to mismatches in psychological contracts by cosmopolitans and locals, **EGOS Colloquium**, Vienna, July 5-7.
- Guenter, H. & Grote, G. (2006). Redefining task interdependence in the context of supply networks. **European Conference on Cognitive Ergonomics**, Zürich, September 20-22.

Guenter, H. & Grote, G. (2006). Success factors of collaborative planning in supply networks, **World Congress on Ergonomics**, Maastricht, July 10-15.

Guenter, H., Grote, G., & Boos, D. (2006). Organizational issues in ubiquitous computing, **EGOS Colloquium**, Subtheme 14: Technology, Organization and Society: Recursive Perspectives, Bergen, July 6-8.

Shepherd, C. & Guenter, H. (2006). Performance measurement in supply networks, **World Congress on Ergonomics**, Maastricht, July 10-15.

Guenter, H. & Richter, P. (2004). Wissenstransfer und affektives Commitment in virtuellen Unternehmen. **Kongress der Deutschen Gesellschaft für Psychologie**, Göttingen, September 26-30.

Invited Talks

Guenter, H. (2025). Speaking up at work: Why it matters and how to do it more effectively. Maastricht University School of Business and Economics **Alumni Event**, Cologne, Germany, May 22.

Guenter, H. (2024). The dynamics of employee voice and silence: An empirical and theoretical investigation. Behavioural Science Institute, **Radboud University**, The Netherlands, June 26.

Guenter, H. (2016). Work team effectiveness: Why and when conflict and leadership matter. Institute of Psychology, **RWTH Aachen**, Germany, May 23.

Guenter, H. (2014). The negative effects of delays in information exchange: Looking at workplace relationships from an affective events perspective. Graduate School of Business and Economics, **Maastricht University School of Business and Economics**, The Netherlands, January 28.

Guenter, H. (2013). Team dynamics and speaking up in teams. Department of Educational Research and Development, **Maastricht University School of Business and Economics**, The Netherlands, March 26.

Grote, G. & Guenter, H. (2007). Organizational issues in technology innovation: a work psychological perspective. Department Management, Technology, and Economics, **ETH Zurich**, Switzerland, November 29.

Guenter, H. (2007). Organizational issues in ubiquitous computing, European Supply Chain Forum, **Eindhoven University of Technology**, The Netherlands, June 06.