

## Curriculum Vitae

**HANNES GUENTER**

Maastricht University, School of Business and Economics

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**ACADEMIC APPOINTMENTS**

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

**ACADEMIC EDUCATION**

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

**RESEARCH INTERESTS**

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- 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

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\* indicates PhD student at time of project initiation

### Refereed Papers in Academic Journals

1. \*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*, Advance online first.
2. \*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.
3. \*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.
4. 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.
5. 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.
6. \*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.
7. 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.
8. 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.
9. 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.
10. Miscenko, D., Guenter, H., & Day, D.V. (2017). Am I a leader? Examining leader identity development over time. *Leadership Quarterly*, 28, 605-620.
11. 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.
12. 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

13. 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.
14. 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.
15. 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.
16. 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.
17. 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.
18. Schreurs, B., Guenter, H., Hülsheger, 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.
19. 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.
20. 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.
21. 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.
22. 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.
23. Guenter, H. & Grote, G. (2012). Collaborative planning and its antecedents: An assessment in supply chain relationships. *Journal of Management & Organization*, 18, 36-52.
24. 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.
25. Cuijpers, M., Guenter, H., & Hussinger, K. (2011). Costs and benefits of inter-departmental innovation collaboration. *Research Policy*, 40, 565-575.
26. 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.

27. 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.
28. 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

29. 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.
30. 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.
31. 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%)

32. \*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

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| 2017 | 2016-2017 Small Group Research <b>Best Article of the Year Award</b> , first author                                                |
| 2017 | <b>Outstanding Reviewer Award</b> , Group & Organization Management                                                                |
| 2016 | <b>Outstanding Reviewer Award</b> , Careers Division, 76 <sup>th</sup> Academy of Management Annual Meeting                        |
| 2014 | Nominated for <b>Excellent Graduate Educator Award</b> , Maastricht University, School of Business and Economics                   |
| 2011 | <b>Best Paper Award</b> in Organizational Behavior Track of 2011 Southern Management Association Conference, co-author             |
| 2011 | <b>Best Paper Award</b> in Human Resource Management & Careers Track of 2011 Southern Management Association Conference, co-author |
| 2011 | <b>Outstanding Reviewer Award</b> , Organizational Behavior Division, 71 <sup>th</sup> Academy of Management Annual Meeting        |

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| 2011 | <b>Best Paper Submission</b> by an SMA Member to the Eastern Academy of Management International Conference, first author          |
| 2011 | <b>Best Submission</b> in Research Methods Track of the Eastern Academy of Management International Conference, co-author          |
| 2010 | Nominated for <b>Excellent Graduate Educator</b> Award, Maastricht University, School of Business and Economics                    |
| 2010 | <b>Outstanding Reviewer Award</b> , Organizational Behavior Division, 70 <sup>th</sup> Academy of Management Annual Meeting        |
| 2007 | Emerald <b>Outstanding Paper Award</b> for Excellence, International Journal of Productivity and Performance Management, co-author |

## GRANTS

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| 2020 | <b>“Optimizing change processes for the circular economy”</b> , 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 | <b>“Increasing research team effectiveness: Authentic team leadership”</b> , 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 | <b>“Management of downstream organizational risks in technology innovation”</b> , ETH Zurich: CHF137.000 to study organizational risk management for ubiquitous computing, co-applicant                                   |

## PHD SUPERVISION

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| 2021 – present | <b>PhD co-supervisor</b> of Sophie Grässler (Optimizing change processes for the circular economy)             |
| 2017 – 2024    | <b>PhD co-supervisor</b> of Tim Reissner (Learning to speak up: A socialisation perspective on voice behavior) |

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| 2013 – 2017 | <b>PhD co-supervisor</b> of Sofya Isaakyan (Public versus private voice: The role of social setting in explaining managerial reactions to employee voice)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 2010 – 2014 | <b>PhD co-supervisor</b> of Tom Kuypers (What's in a team: A dynamic perspective on intragroup conflict and team composition)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2008 – 2020 | <b>Member of doctoral committees:</b> 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

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| 2016 – present   | <b>Coordinator</b> of the Organizational Behavior bachelor course at Maastricht University                                                                                                                                                                                                          |
| 2008 – present   | <b>Coordinator</b> of the Organizational Change & Consultancy master course at Maastricht University                                                                                                                                                                                                |
| 2014 – present   | <b>Member</b> of the Board of Admissions for the International Business master programs at Maastricht University                                                                                                                                                                                    |
| 2011 – 2023      | <b>Coordinator</b> 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      | <b>Chair</b> of the Board of Admissions for the International Business master programs at Maastricht University                                                                                                                                                                                     |
| 2017 – 2021      | Member of the <b>Making Connections Committee of the Organizational Behavior Division</b> 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             | <b>Fast Forward Program</b> (academic leadership development program) at Maastricht University School of Business and Economics                                                                                                                                                                     |
| 2016             | <b>Selection committee</b> for Full Professor at Maastricht University                                                                                                                                                                                                                              |
| 2012, 2015, 2021 | <b>Selection committee</b> for Assistant Professor at Maastricht University                                                                                                                                                                                                                         |
| 2014             | Member of the Organizational Behavior Track Best Overall Paper <b>Committee</b> at SMA 2014 Annual Meeting, Savannah, USA                                                                                                                                                                           |
| 2013             | Research Methods Track <b>Co-Chair</b> at Eastern Academy of Management International, Bangalore, India                                                                                                                                                                                             |

2006                      **Co-organizer** of the 13<sup>th</sup> European Conference on Cognitive Ergonomics at ETH Zurich, Switzerland

## PROFESSIONAL SERVICE

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| <b>Editorial Positions</b> | Associate Editor, Group & Organization Management (2022-present)                                                                                                                                                                                                                                                                                        |
| <b>Editorial Board</b>     | Group & Organization Management (2014-present)<br>Small Group Research (2011-2022)<br>Journal of Leadership and Organizational Studies (2012-2018)                                                                                                                                                                                                      |
| <b>Ad Hoc Reviewer</b>     | Academy of Management Annual Conference<br>Career Development International<br>European Journal of Work and Organizational Psychology<br>Human Resource Management<br>Organizational Psychology Review<br>Research Policy<br>Southern Management Association Annual Meeting                                                                             |
| <b>Research Fellow</b>     | Graduate School of Business and Economics at Maastricht University                                                                                                                                                                                                                                                                                      |
| <b>Affiliations</b>        | Academy of Management (AoM)<br>European Association of Work and Organizational Psychology (EAWOP)<br>Interdisciplinary Network of Group Research (INGroup)<br>Society for Industrial and Organizational Psychology (SIOP)                                                                                                                               |
| <b>Networks</b>            | 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)<br><br>EU COST (European Cooperation in Science and Technology) Action on Human and Organisational Factors in Industrial Planning and Scheduling (2004-2008) |

## TEACHING RECORD

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|----------------|---------------------------------------------------------------------------------------------------------|
| 2008 – present | Coordinator and teacher of <b>MSc course</b> Organizational Change & Consultancy, Maastricht University |
| 2008 – present | Supervisor of about 130 <b>MSc theses</b> , Maastricht University                                       |
| 2008 – present | Supervisor of 7 <b>Executive MBA theses</b> , Maastricht University                                     |
| 2016 – present | Coordinator and teacher of <b>BSc course</b> Organizational Behavior, Maastricht University             |
| 2020 – 2022    | Lecture in <b>MSc course</b> Data Analytics (Topic: Multilevel Analysis Using R), Maastricht University |
| 2020           | Teacher of <b>MSc course</b> Managers@Work, Maastricht University                                       |

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| 2019, 2021, 2022 | <b>Executive MBA</b> module in Entrepreneurship and New Business Development (Topic: Leadership – Connecting People), Maastricht University                                                                                                                                               |
| 2018, 2020, 2022 | <b>Executive MBA</b> module in Understanding Business in Times of Change (Topic: Change & Proactivity), Maastricht University                                                                                                                                                             |
| 2017 – 2018      | Development and implementation of five <b>customized executive trainings</b> for management board of a German company: Self-management; Creativity & Innovation; Proactive Work Behavior; Teamwork; Change Management                                                                     |
| 2013 – 2018      | Lecture in <b>MSc course</b> Writing a Master Thesis (Topic: Conceptual Modeling), Maastricht University                                                                                                                                                                                  |
| 2013 – 2018      | Supervisor of 3 <b>MSc theses</b> , University of Applied Sciences and Arts Northwestern Switzerland                                                                                                                                                                                      |
| 2014 – 2016      | <b>MSc Business Research</b> module in Advanced Quantitative Research Methods 2 (Topic: Multilevel Analysis), Maastricht University                                                                                                                                                       |
| 2014, 2016       | <b>Executive MBA</b> module in Organizational Behavior (Topic: Understanding the Individual), Maastricht University (co-taught with Bert Schreurs)                                                                                                                                        |
| 2016             | <b>Executive MBA</b> module in Procurement Leadership (Topic: Team Dynamics), Maastricht University (co-taught with Bert Schreurs)                                                                                                                                                        |
| 2014 – 2015      | Teacher of <b>MSc course</b> Leadership, Maastricht University                                                                                                                                                                                                                            |
| 2011 – 2015      | Supervisor of about 10 <b>Honours BSc theses</b> , Maastricht University                                                                                                                                                                                                                  |
| 2011 – 2013      | Research methods workshops on <b>Multilevel Analysis Using R</b> , 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 <b>MSc course</b> Management of Organizational Learning, Maastricht University                                                                                                                                                                                                 |
| 2010 – 2012      | Academic coach for 10 <b>student teams</b> in MSc Entrepreneurship & SME Management (Topics: Planning, Accountability, and Resilience), Maastricht University                                                                                                                             |
| 2005 – 2008      | <b>Executive MBA</b> module (Topic: Group Dynamics), University of Zurich                                                                                                                                                                                                                 |
| 2007             | Lectures in <b>MSc course</b> Empirical Methods (Topics: Survey Design, Quantitative Statistics, and SPSS), ETH Zurich                                                                                                                                                                    |
| 2007             | Lecture in <b>MSc course</b> Human Resource Management (Topic: Management by Objectives), ETH Zurich                                                                                                                                                                                      |
| 2006 – 2007      | <b>MSc course</b> module in Human Resource Management (Topic: Pay for Performance), ETH Zurich                                                                                                                                                                                            |



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| 2006 – 2007 | <b>MSc course</b> module in Human Resource Management (Topic: Personnel Selection Methods), ETH Zurich  |
| 2005 – 2007 | <b>MSc course</b> module in Human Resource Management (Topic: Work Process Analysis), ETH Zurich        |
| 2005 – 2006 | <b>Supply Chain Management MBA</b> modules (Topics: Collaborative Planning; Group Dynamics), ETH Zurich |

## PRESENTATIONS

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\* 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, IJ.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, IJ.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, IJ.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, IJ.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, IJ.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, IJ.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, IJ.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, IJ.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, IJ.H., Guenter, H., Blumberg, B.F., Schuhmacher, D., & De Cuypers, 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, IJ.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., Moscoso, 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. (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.