

CURRICULUM VITAE and LIST OF PUBLICATIONS

Dr. Gil Bozer Ph.D.

Personal Details

Name: Gil Bozer

Present Institute/Affiliation Address: [Sapir Academic College](#), D.N. Hof Ashkelon, 79165, Israel.

Current Position: Senior Lecturer in the Managing Human Resources Department

Web Page: <https://ws.sapir.ac.il/lecturers/lectpage.php?id=4921>

Address: Flat 16, 23 Arlozorov Street, Israel, 4642712

Mobile Phone: +972-54-4553123; E-Mail: gilbotzer@gmail.com

[Personal Web Page](#)

[Google Scholar Page](#)

[ResearchGate Page](#)

[ORCID ID](#)

Education

B.A. 1997-2000 *Cum laude*

Ben-Gurion University of the Negev, Israel

MBA 2003-2005

Ono Academic College, Graduate Business School, Israel

Ph.D. 2006-2010

Monash University, Management Department, Australia

Field of Study: Workplace Coaching. Thesis: 'Executive Coaching Effectiveness: A Conceptual and Empirical Foundation'

Advisors: Prof. James C. Sarros, Dr. Ross Donohue, & Assoc. Prof. Andrew Pirola-Merlo

Academic Positions and Ranks in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
2018-Present	Sapir Academic College, Managing Human Resources Department, Israel	Senior Lecturer (Tenure)
2011-2018	Sapir Academic College, Managing Human Resources Department, Israel	Lecturer
2017-Present	École des Ponts Business School, Paris, France	Visiting Professor of Leadership and Research Fellow, Doctoral Supervisory Faculty
2009-2011	Sapir Academic College, Managing Human Resources Department, Israel	Adjunct Lecturer
2009-2016	Ruppin Academic Center, Business School, Israel	Adjunct Lecturer
2015-2016	College of Law & Business, Ramat-Gan, Business School, Israel	Adjunct Lecturer

Offices in Academic Administration

2013-Present Pedagogy Committee, Managing Human Resources Department, Sapir Academic College

2017-2020 Innovative and creative teaching and Learning Committee, Sapir Academic College

Scholarly Positions and Activities outside the Institution

Membership in Professional/Scientific Societies

- Academy of Management (AOM)
- British Academy of Management (BAM)
- European Academy of Management (EURAM)
- European Association of Work and Organizational Psychology (EAWOP)
- Leadership Research Committee of EuroMed Research Business Institute

- Committee for Economic Development of Australia (CEDA)
- The International Society for Third Sector Research (ISTR)
- World Association for Case Method Research and Application (WACRA)

Editorial Board Member

2013-2019	Editorial Board Member & Associate Editor- <i>International Leadership Journal</i>
2016-Present	Editorial Board Member- <i>Development and Learning in Organizations: An International Journal</i>
2017-Present	Editorial Board Member- <i>Journal of Management and Change</i>
2018-2021	Guest Editor Special Issue 'Advances in Psychology of Workplace Coaching'- <i>Applied Psychology: An International Review</i>
2019-Present	Editorial Board Member- <i>Leadership & Organization Development Journal</i> (Outstanding Reviewer LITERATI AWARDS 2020)
2021-Present	Editorial Board Member- <i>International Coaching Psychology Review</i>

Ad Hoc Manuscript Reviewer

2014-Present	<i>Journal of Managerial Psychology</i>
2014-Present	<i>Personnel Review</i>
2014-present	<i>Nonprofit Management & Leadership Journal</i>
2017-Present	<i>Human Service Organizations: Management Leadership, & Governance</i>
2017-Present	<i>International Journal of Mentoring and Coaching in Education</i>
2017-Present	<i>Human Resource Management Journal</i>
2018-Present	<i>Leadership & Organization Development Journal (Winner of 2020 Literati Award for outstanding reviewer)</i>
2018-Present	<i>European Journal of International Management</i>
2019-Present	<i>Journal of Organizational Effectiveness: People and Performance</i>
2019-Present	<i>Journal of Vocational Behavior</i>
2019-Present	<i>Journal of Management & Organization</i>
2019-Present	<i>Frontiers in Psychology</i>
2020-Present	<i>International Journal of Training and Development</i>
2020-Present	<i>Cogent Psychology</i>
2021-Present	<i>Journal of Management</i>
2021-Present	<i>International Coaching Psychology Review</i>

Ad Hoc External Doctoral Examiner

2014	Thesis: 'Segmentation and targeting to recruit high potentials in the pharmaceutical industry'	Jan Posthumus, International School of Management, Paris
2017	Thesis: 'Succession planning in religious organizations: A qualitative study of succession planning in small French churches'	Michael James, International School of Management, Paris
2019	Thesis: 'The process of transformative learning in executive coaching: A realist evaluation'	Gloria Mbokota, Gordon Institute of Business Science, University of Pretoria
2021	Thesis: Towards the professionalization of coaching: The effects of coaching on psychological resources, job attitudes and performance – a between and within-person analysis	Andrea Fontes, ISCTE – Instituto Universitário de Lisboa

Active Participation in Scholarly Conferences/Meetings

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
February 2007	The 8 th International Research Conference on Quality, Innovation and Knowledge Management	New Delhi, India	Executive coaching effectiveness: A conceptual framework	Presenter
May 2008	The Global Management & Information Technology Research Conference	New York, NY	Executive coaching in a family business environment	Presenter
February 2013	The 44 th Israeli Sociological Society Conference	Ruppin Academic Center, Israel	Organizational impediments to executive succession planning in the Israeli nonprofit sector	Presenter
July 2013	3 th Global Innovation & Knowledge Academy	Valencia, Spain	Who is best qualified to be a coach? Academic background and credibility in executive coaching	Presenter
July 2014	The 11 th International Conference of the International Society for Third Sector Research	Muenster, Germany	Nonprofit executive succession planning: Israeli perspective	Presenter
May 2015	EuroMed Academy of Business Conference	Paris, France	Application of segmentation and targeting in the recruitment of high potentials in the pharmaceutical industry	Presenter
June 2015	Clute International Business Conference	London, England	Succession issues in a religious association (Awarded best paper in session) .	Presenter
July 2015	The 32 th conference of the World Association for Case Method Research and Application	Odense, Denmark	Leadership under fire: To be or not to be	Presenter
June 2016	European Academy of Management Conference	Paris, France	Coaching and Cooperation: pleonasm or oxymoron?	Panel Member
September 2016	British Academy of Management 30 th Annual Conference	Newcastle, England	Why workplace coaching research needs greater scientific rigor: A systematic review and recommendations for future research	Presenter
July 2017	The Economics, Finance, IT, Management, Marketing, MIS, International Business, Accounting, and Healthcare Management	London, England	Succession planning in a religious association: A preliminary findings and analyses	Presenter

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
	Research Conference			
October 2017	6 th Workshop on Talent Management	Barcelona, Spain	Establishing a definition of high potentials as a prerequisite to applying quantitative recruitment and management tools	Presenter
July 2018	The Economics, Finance, IT, Management, Marketing, MIS, International Business, Accounting, and Healthcare Management Research Conference	London, England	A Narrative Inquiry of Executive Succession in Estonian Nonprofit Organizations	Presenter & session chair
June 2019	19 th European Association of Work and Organizational Psychology	Turin, Italy	Theoretical framework of culturally sensitive workplace coaching: The importance of coachee regulatory focus	Presenter
June 2019	International Interdisciplinary Conference on Failed Leadership	Warsaw, Poland	The "bright" and "shadow" aspects of in extremis leadership	Presenter
August 2019	79 th Annual Meeting of the Academy of Management	Boston, USA	A theoretical framework of culturally- and context-sensitive workplace coaching: The importance of coachee regulatory focus	Presenter
January 2021	17 th Annual Coaching and Mentoring Research Conference	Oxford Brookes University	Workplace Coaching Research - Charted and Uncharted Territories	Keynote speaker
June 2021	European Academy of Management Conference	Online	Organizational coaching context, coachee regulatory focus and pre-coaching motivation: An experimental study	Presenter
August 2021	81 th Annual Meeting of the Academy of Management	Online	Coaching context, coachee regulatory focus and pre-coaching motivation: An experimental study	Presenter

Invited Lectures\ Colloquium Talks

Date	Place of Lecture	Name of Forum	Presentation/Comments
March 2007	Monash University, Melbourne, Australia	Management Department Colloquium	Executive coaching effectiveness- A conceptual and empirical foundation

May 2008	Kellogg School of Management, Northwestern University, Chicago, IL	MBA program for family business	Executive coaching in a family business
January 2009	Leon Recanati Graduate School of Business Administration, Tel-Aviv University, Israel	Department Colloquium, The Organizational Behavior Program	Executive coaching effectiveness- Key antecedents of effective one-on-one executive coaching
March 2012	Academy for Senior staff Police Officers, Israel	Advanced Program for Staff officers	Leadership in the 21st century
June 2016	Sapir Academic College, Israel	SIT China Executive Program	Networking as a managerial tool for excellence
June 2018	Sapir Academic College, Israel	IDF officers Academy	Leadership in a changing era
June 2019	Sapir Academic College, Israel	Advanced Human Resources IDF officers course	Management and leadership in a Hyper-global environment
June 2019	SWPS University of Social Sciences and Humanities, Warsaw, Poland	Erasmus+ Staff Mobility for teaching	Personal leadership development
November 2019	eXlab, Sapir Academic College, Israel	Digital Health Lab	Personal vision and team building workshop
February 2020	eXlab, Sapir Academic College, Israel	Inter-University Center for E-Learning	Personal experience from teaching and learning in Sapir's hybrid space

Research Grants

Role in Research	Co-Researchers	Topic	Funded by/ Amount	Year
Co-PI	Silja Kotte, HMKW University of Applied Sciences for Media, Communication and Management	Human-led vs. hybrid human-led/chatbot-supported coaching for organizations: A quasi experimental field study on distance coaching as an emerging HRD practice	European Academy of Management (EURAM)/ 5000 Euro	2021
Co-PI	Silja Kotte, Kassel University, Germany; Carolin Graßmann, SRH University of Applied Sciences, Berlin Germany; Yi-Ling Lai, University of Portsmouth, UK	Advancing theory, research, and practice of workplace coaching	European Association of Work and Organizational Psychology (EAWOP)/ 3500 Euro	2019

Co-PI	Yi-Ling Lai, University of Portsmouth, UK; Darren Van Laar, University of Portsmouth, UK; Qing Wang, East China Normal University	Post graduate supervisor coaching behaviors research	University of Portsmouth/ 1500 pounds	2019
--------------	---	--	---------------------------------------	------

Teaching

Courses Taught in Recent Years

Year	Name of Course	Type of Course	Degree	Number of Students
2009-2016	Organizational Behavior	Lecture (Mandatory)	B.A.	50
2009-Present	Issues in Management & Leadership	Lecture (Mandatory)	B.A.	50
2010-Present	Managerial Communication	Lecture (Mandatory)	B.A.	50
2011-2016	Human Resources Management	Lecture (Mandatory)	B.A.	50
2012-2013	Coaching as a Managerial Development Tool	Workshop (Elective)	B.A.	30
2014-2016	Research Topics in Leadership	Seminar (Mandatory)	B.A.	20
2016-Present	Current Approaches in Management	Lecture (Mandatory)	B.A.	50
2017-Present	Development of Managerial & Leadership Competencies	Workshop (Mandatory)	M.A.	20
2017-Present	Essential Skills	MOOC (Erasmus+ project)	B.A.	20
2017-Present	Practicum	Individual Supervision	M.A.	4

Professional Experience

- 1999-2001 Israel Defense Forces: HR Commander of a Combat Battalion (Lieutenant).
2002-2003 Israel Defense Forces: Assistant officer for brigade sergeant.
2003-2005 Israel Defense Forces: Deputy Commander of Junior officers Department (Captain): Adjutant Corps.
2005-2006 First International Bank of Israel, Israel: Investment & Private Banker.
2006-2008 Instanz Nominees Pty Ltd, Australia: Investment Analyst & Researcher.

PUBLICATIONS

Ph.D. Dissertation

Bozer, G. (2011). *Executive Coaching Effectiveness- A Theoretical and Empirical Foundation*, 305pp. English, Faculty of Business and Economics, Monash University, Melbourne, Australia.

Edited Special Journal Issues – Accepted for Publication

1. *Jones, R. J., & **Bozer, G.** (2018). Advances in the psychology of workplace coaching. *Applied Psychology: An International Review*, 67(4), 768-772. doi: [10.1111/apps.12164](https://doi.org/10.1111/apps.12164), (IF=3.27; 5 year IF=3.53/Q1)

Articles in Refereed Journals

Published

1. **Bozer, G.**, & Pirola-Merlo, A. (2007). How effective is your coach?. *Monash Business Review*, 2(2), 44-45. doi: [10.2104/mbr07030](https://doi.org/10.2104/mbr07030)
2. **Bozer, G.**, Levin, L., & Hartel, C. (2008). Executive coaching in a family business environment. *The Business Review, Cambridge*, 9(2), 200-211.
3. Hartel, C. E. J., **Bozer, G.**, & Levin, L. (2009). Family business leadership transition: How an adaptation of executive coaching may help. *Journal of Management and Organization*, 15(3), 378-391. doi: [10.1017/S1833367200002686](https://doi.org/10.1017/S1833367200002686), (IF=0.481/Q2)
4. **Bozer, G.**, & Sarros, J. C. (2012). Examining the effectiveness of executive coaching on coachees' performance in the Israeli context. *International Journal of Evidence Based Coaching and Mentoring*, 10(1), 14-32.
5. **Bozer, G.**, Sarros, J. C., & Santora, J. C. (2013). The role of coachee characteristics in executive coaching for effective sustainability. *Journal of Management Development*, 32(3), 277-294. doi: [10.1108/02621711311318319](https://doi.org/10.1108/02621711311318319), (IF=0.32/Q2)
6. **Bozer, G.**, & Kuna, S. (2013). Israeli perspective on nonprofit executive succession planning. *International Leadership Journal*, 5(3), 10-27.
7. **Bozer, G.**, Sarros, J. C., & Santora, J. C. (2014). Executive coaching: Guidelines that work. *Development and Learning in Organizations: An International Journal*, 28(4), 9-14. doi: [10.1108/DLO-05-2013-0020](https://doi.org/10.1108/DLO-05-2013-0020). (Q4)
8. **Bozer, G.**, Sarros, J. C., & Santora, J. C. (2014). Academic background and credibility in executive coaching effectiveness. *Personnel Review*, 43(6), 881-897. doi: [10.1108/PR-10-2013-0171](https://doi.org/10.1108/PR-10-2013-0171), (IF=0.96/Q2)
9. **Bozer, G.**, & Joo, B.-K. (2015). The effects of coachee characteristics and coaching relationships on feedback receptivity and self-awareness in executive coaching. *International Leadership Journal*, 7(3), 36-58.
10. **Bozer, G.**, Joo, B.-K., & Santora J. C. (2015). Executive coaching: Does coach-coachee matching based on similarity really matter? *Consulting Psychology Journal: Practice & Research*, 67(3), 218-233. doi: [10.1037/cpb0000044](https://doi.org/10.1037/cpb0000044) (Q3)
11. Santora, J. C., Sarros, J. C., **Bozer, G.**, Esposito M., & Bassi, A. (2015). Nonprofit executive succession planning and organizational sustainability: A preliminary comparative study in Australia, Brazil, Israel, Italy, Russia and the United States. *Journal of Applied Management & Entrepreneurship*, 20(4), 66-83. doi: [10.9774/GLEAF.3709.2015.oc.00006](https://doi.org/10.9774/GLEAF.3709.2015.oc.00006)
12. **Bozer, G.**, Kuna, S., & Santora, J. C. (2015). The role of leadership development in enhancing succession planning in the Israeli nonprofit sector, *Human Service Organizations: Management, Leadership, & Governance*, 39(5), 492-508. doi: [10.1080/23303131.2015.1077180](https://doi.org/10.1080/23303131.2015.1077180), (IF=0.75/Q3)
13. Tzur, Y., **Bozer G.**, & Santora, J. C. (2015). Leadership under fire: To be or not to be. *International Journal of Case Method Research & Application*, 27(4), 259-264.
14. Posthumus, J., **Bozer G.**, & Santora, J. C. (2016). Implicit assumptions in high potentials recruitment. *European Journal of Training and Development*, 40(6), 430-445. doi: [10.1108/EJTD-01-2016-0002](https://doi.org/10.1108/EJTD-01-2016-0002) (Emerging Sources/Q2)

15. Santora, J. C., & **Bozer, G.** (2016). [Il crescente ruolo delle risorse umane nella successione manageriale](#) [HR's expanding role in executive succession]. *Harvard Business Review Italia*, December, 41-42.
16. Santora, J. C., & **Bozer, G.** (2017). La resistibile tentazione del ritorno [Resist the temptation to return]. *Harvard Business Review Italia*, April, 103.
17. Santora, J. C., James, M. & **Bozer, G.** (2017). Succession planning in a religious association: Preliminary findings and analyses. *The Business Review, Cambridge*, 25(1), 9-15.
18. Santora, J. C. & **Bozer, G.** (2017). Like father, like daughter: Dysfunctional generational transition. *International Leadership Journal*, 9(3), 124-129.
19. **Bozer, G.**, Levin, L., & Santora, J. C. (2017). Succession in family business: Multi-source perspectives. *Journal of Small Business and Enterprise Development*, 24(4), 753-774. doi: [10.1108/JSBED-10-2016-0163](#), (This paper was chosen as [Highly Commended Award Winner at the Emerald Literati Network Awards for Excellence 2018](#), Q1)
20. **Bozer, G.**, & Jones, R. J. (2018). Understanding the factors that determine workplace coaching effectiveness: A systematic literature review. *European Journal of Work and Organizational Psychology*, 27(3), 342-361. doi: [10.1080/1359432X.2018.1446946](#), (IF=2.60/Q1)
21. *Santora, J.C., **Bozer, G.**, & Kooskora, M. (2019). Views of Estonian nonprofit executives on succession: Lessons from the field. *Development and Learning in Organizations: An International Journal*, 33(3), 5-8. doi: [10.1108/DLO-08-2018-0098](#)
22. *Posthumus, J., **Bozer G.**, & Santora, J. C. (2019). The use of market analytics in the recruitment of high potentials in the pharmaceutical industry. *European Journal of International Management*, 13(4), 496-514. doi: <https://dx.doi.org/10.1504/EJIM.2018.10014150>, (IF=2.15; 5 year IF=1.7/Q2)
23. ***Bozer, G.**, & Delegach, M. (2019). Bringing context to workplace coaching: A theoretical framework based on uncertainty avoidance and regulatory focus. *Human Resource Development Review*, 18(3), 376-402. doi: [10.1177/1534484319853098](#), (IF=2.77; 5 year IF=3.41/Q2)
24. *Joo, B.-K., **Bozer, G.**, & Ready K. J. (2019). A dimensional analysis of psychological empowerment on engagement. *Journal of Organizational Effectiveness: People & Performance*, 6(3), 186-203. doi: [JOEPP-09-2018-0069](#) (Emerging Sources)
25. ***Bozer, G.**, & Jones, R. J. (2021). Introduction to the special issue on advances in the psychology of workplace coaching. *Applied Psychology: An International Review*, Advanced online publication. doi: [10.1111/apps.12305](#), (IF=2.81/Q1)

* Since Last Promotion

Chapters in Scientific Books

Published

1. Santora, J. C., & **Bozer, G.** (2017). Leadership and planning. J. Marques & S. Dhiman (Eds.), *Leadership today: Practices for personal and professional performance* (1st ed., pp. 401-413). Cham, Switzerland: Springer International Publishing. doi: [10.1007/978-3-319-31036-7](#)
2. **Bozer, G.**, & Zylitz, O., (2021). Should I stay or should I go?. In *SAGE Business Cases*. SAGE Publications. doi: [10.4135/9781529744057](#)
3. Kotte, S. C., & **Bozer, G.** (2022). Workplace coaching research: Charted and uncharted territories. In S. Greif, H. Moller, W. School, J. Passmore, & F. Muller (Eds.), *International Handbook of Evidence-Based Coaching – Theory, Research and Practice* (pp. XXX-XXX). Cham, Switzerland: Springer International Publishing. doi:

Articles in Conference Proceedings

Published

1. **Bozer, G.**, Joo, B.-K., Sarros, J. C., & Santora, J. C. (2014). *Executive coaching: The effect of coach-coachee match on coaching*. Midwest Academy of Management 57th Annual Meeting. Minneapolis, MN.
2. **Bozer, G.**, & Kuna, S. (2014). *Nonprofit executive succession planning: Israeli perspective*. Paper presented at the 11th International Conference of the International Society for Third Sector Research. Muenster, Germany.
3. Jones, R. J., & **Bozer, G.** (2016). *Why workplace coaching research needs greater scientific rigour: A systematic review and recommendations for future research*. Paper presented at the British Academy of Management 30th Annual Conference. Newcastle, UK.
4. Posthumus, J., **Bozer, G.**, & Santora, J. C. (2017). *Establishing a definition of high potentials as a prerequisite to applying quantitative recruitment and management tools*. 6th Workshop on Talent Management. Barcelona, Spain.
5. **Bozer, G.**, & Delegach, M. (2019). *A theoretical framework of culturally and-context-sensitive workplace coaching*. Paper presented at the 79th Academy of Management Annual Meeting. Boston, USA. doi: [10.5465/AMBPP.2019.12020symposium](https://doi.org/10.5465/AMBPP.2019.12020symposium)

Other Scientific Publications

Published

1. Santora, J.C. & **Bozer, G.** (2015). Introduction to the special issue on coaching for workplace leadership. *International Journal of Leadership* 7(3), 3-6.
2. Santora, J.C. & **Bozer, G.** (2015). How nonprofit organizations can ensure stability and sustainability through succession planning: Make HR a strategic partner in the process. *Strategic HR Review*, 14(6), 245-246. doi: [10.1108/SHR-09-2015-0069](https://doi.org/10.1108/SHR-09-2015-0069)
3. Posthumus, J., Santora, J. C., & **Bozer, G.** (2017). How can HR practitioners complement search algorithms in recruitment of high potentials? *Strategic HR Review*, 16(3), 150-152. doi: [10.1108/SHR-09-2016-0086](https://doi.org/10.1108/SHR-09-2016-0086)

Publications in Practitioner Journals and Popular Press

1. **Bozer, G.** (2009). Leadership and organizational success. *Leaders Net*, June.
2. **Bozer, G.**, & Sarros, J. C. (2012). Executive coaching effectiveness. *Coach Link*, April/May, 12-13.
3. Santora, J. C., & **Bozer, G.** (2016). Executive succession: How do you want to be remembered? *Chief Executive*, June 24, <http://chiefexecutive.net/executive-succession-want-remembered/>
4. Santora, J. C., & **Bozer, G.** (2016). Coaching for effective executive transition. *Coaching Perspectives*, 10, 1-2. [http://associationforcoaching.com/media/uploads/gcp_july_mag\(8\).pdf](http://associationforcoaching.com/media/uploads/gcp_july_mag(8).pdf)
5. Santora, J. C., & **Bozer, G.** (2016). Le chiavi per svelare la Mistica della Leadership [Keys to unlock the leadership mystique]. *Harvard Business Review Italia*, September 12.
6. Santora, J. C., & **Bozer, G.** (2016). [Moving up: Can seconds-in-command make the transition from manager to leader?](https://doi.org/10.1108/SHR-09-2016-0086) *NonProfit World*, 34(3), 20-21.
7. Santora, J. C., & **Bozer, G.** (2016). [A 4D model for training success](https://doi.org/10.1108/SHR-09-2016-0086). *Training Magazine*, December 9.
8. Santora, J. C., **Bozer, G.**, & Kooskora, M. (2017). Coaching news from Estonia's nonprofit sector: Some preliminary findings from the field. *Coaching Perspectives*, 14, 43-44.

9. Santora, J. C., & **Bozer, G.** (2018). Avoid the selfish factor: Plan for succession with four simple rules. *NonProfit World*, 36(2), 30-31.
10. Santora, J. C., **Bozer, G.**, & Posthumus, J. (2019). Let's coach high-potential employees (HIPOs) for success. *Coaching Perspectives*, 20, 22-24.
11. Santora, J. C., & **Bozer, G.** (2019). Social entrepreneurs need coaches, too. *Coaching Perspectives*, 22, 18-19.

Submitted Publications

1. Santora J. C. & **Bozer, G.** What's old is new again: Teaching executive succession issues through the film Executive Suite. *International Journal of Teaching and Case studies-Under Review*
2. **Bozer, G.**, Delegach, M., & Kotte, S. Congratulations, you are assigned to coaching! An experimental study on the influence of organizational coaching context on pre-coaching motivation and the role of regulatory focus. *Human Resource Development Quarterly-Under Review*

In Preparation

1. Jones, R J., & **Bozer, G.** The effectiveness of managerial coaching: A meta-analysis.
2. Santora, J. C., & **Bozer, G.** Integrative review: Succession in nonprofit organizations: Turning a blind eye on a strategic imperative or falling on deaf ears?
3. Yi-Ling, L., Van Laar, D., **Bozer, G.**, & Wang, Q. The effectiveness of supervisors' coaching behaviors on postgraduate research students' well-being, and self-efficacy: A cross cultural analysis.
4. **Bozer, G.**, Delegach, M, Bibi, U., Li-Ying, L., & Boydell, B. An investigation of undergraduate students' well-being and academic engagement: A cross cultural study.