

## Hector A. Martinez

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### RESEARCH AND WORK EXPERIENCE

Aug 2021–Present	Lecturer, University of Kentucky Gatton College of Business and Economics.	Lexington, KY
Aug 2016–Present	Personal Coach for Professional Development.	Online
Sept 2020–Present	Facilitator Executive Education Programs Weatherhead School of Management.	Cleveland, OH
Aug 2016–2021	External Consultant for Ernst & Young Central America- Organizational Development and Group Dynamics.	San Jose, CR
Aug 2016–2021	Assistant Professor INCAE Business School MBA Program: Leadership and HR courses.	Alajuela, CR

### EDUCATION

Aug 2010–May 2016	PhD Graduate Weatherhead School of Management CWRU Organizational Behavior.	Cleveland, OH
Feb 2007–Jun 2008	INCAE Business School Master in Business Administration Concentration in Marketing Graduated with Honors.	Managua, NI
Aug 1991–May 1994	New College of Florida, Honors College Bachelor of Arts, Literature.	Sarasota, FL

### TEACHING EXPERIENCE: GRADUATE LEVEL (SELECTED)

July 2022	MGT 795 Coaching for Intentional Change Master's SHRM and Analytics Gatton College, University of Kentucky Evaluation: 4.4/5.0	Lexington, KY
July 2022	MGT 670 HR Consulting Capstone Master's SHRM and Analytics Gatton College, University of Kentucky Evaluation: Not enough responses	Lexington, KY
Sept 2020	Coaching for Intentional Change INCAE Business School Evaluation: 4.75/5.0	Alajuela, CR
Feb 2020	Leadership III INCAE Business School Evaluation: 4.84/5.0	Alajuela, CR
Nov 2019	Managing People and Organizations INCAE Business School Evaluation: 4.93/5.0	Alajuela, CR
Nov 2019	Leadership II INCAE Business School Evaluation: 4.89/5.0	Alajuela, CR
Sept 2019	Management Consulting Practice INCAE Business School Evaluation: 4.75/5.0	Alajuela, CR
July 2019	Leadership II INCAE Business School Evaluation: 4.8/5.0	Alajuela, CR

**TEACHING EXPERIENCE: EXECUTIVE EDUCATION LEVEL (SELECTED)**

Sept 2022	Leadership and Team Dynamics Senior Executive Program INCAE Business School and Babson College Evaluation: Pending	Online
Sept 2022	Intro to Organizational Culture DISCUS Program Gatton College, University of Kentucky Evaluation: Pending	Online
July 2022	Leadership and Team Dynamics Gerencia con Liderazgo Program	Online

	INCAE Business School Evaluation: 4.8/5.0	
July 2022	Intro to EI Weatherhead School of Management Case Western Reserve University Evaluation: 4.8/5.0	Cleveland, OH
Sept 2021	Leadership and Team Dynamics Senior Executive Program INCAE Business School and Babson College Evaluation: 4.8/5.0	Online
Sept 2020	Advanced EI Program Sheetz Weatherhead School of Management Case Western Reserve University Evaluation: Pending	Online

**TEACHING EXPERIENCE: UNDERGRADUATE LEVEL (SELECTED)**

Aug 2022	MGT 320 Survey of HR Management (2 Sections) Gatton College University of Kentucky Evaluation: 4.7 & 4.8/5.0	Lexington, KY
Aug 2022	MGT 390 Leadership and Development Gatton College University of Kentucky Evaluation: 5.0/5.0	Lexington, KY
Aug 2022	MGT 450 Negotiations and Conflict Resolution Gatton College University of Kentucky Evaluation: 4.9/5.0	Lexington, KY
Jan 2022	MGT 320 Survey of HR Management (2 Sections) Gatton College University of Kentucky Evaluation: 4.5/5.0 & 4.6/5.0	Lexington, KY
Jan 2022	MGT 450 Negotiations and Conflict Resolution Gatton College University of Kentucky Evaluation: 4.9/5.0	Lexington, KY
Aug 2021	MGT 320 Survey of HR Management Gatton College	Lexington, KY

	University of Kentucky Evaluation: 4.9/5.0	
Aug 2021	MGT 390 Leadership and Development Gatton College University of Kentucky Evaluation: 4.5/5.0	Lexington, KY
Aug 2021	MGT 450 Negotiations and Conflict Resolution Gatton College University of Kentucky Evaluation: 4.9/5.0	Lexington, KY

## PEER REVIEWED ARTICLES

Martinez, H.A., Rochford, K., Boyatzis, R. (2021). Inspired and Effective: The Role of the Ideal Self in Employee Engagement, Well-being, and Positive Organizational Behaviors. *Frontiers in Psychology*.

Kaiser, A., Fahrenbach, F., & Martinez, H.A. (2021). Creating Shared Visions in Organizations – Taking an Organizational Learning and Knowledge Management Perspective. *HICSS Conference Proceedings*.

Trinh, M., van Esch, C., Martinez, H.A., & Messer, T. (2020). Appreciating Large Classes: Using Appreciative Inquiry to Foster a Hospitable Learning Space for Experiential Learning. *Journal of Management Education*.

Messer, T., Van Esch, C., Martinez, H. A., & Trinh, M. P. (2020). Consideration of Appreciative Inquiry as a Methodology for Experiential Learning in Large Classes. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 21762). Briarcliff Manor, NY 10510: Academy of Management.

Martinez, H. A. (2016). Inspired AND Effective: The role of the ideal self in the meaningfulness of work. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 17675). Briarcliff Manor, NY 10510: Academy of Management.

Bergeron, D. M., Schroeder, T. D., & Martinez, H. A. (2013) Proactive Personality at Work: Seeing More to Do and Doing More? *Journal of Business and Psychology*, 1-16.

Bergeron, D., Schroeder, T., Martinez, H., Amdurer, E., & Van Esch, C. (2012, July). The stability of organizational citizenship behavior over time: Women as good citizens. In *Academy of Management Proceedings* (Vol. 2012, No. 1, p. 14833). Briarcliff Manor, NY 10510: Academy of Management.

## **BOOK CHAPTERS AND MAGAZINE ARTICLES**

Martinez, H. A. & Boyatzis, R. (2022). Leadership beyond the leader: Leadership as a function of relationship quality. Book Chapter for 2nd edition of SAGE Handbook of Leadership. (Accepted).

Metzger, M., Martinez, H., & Lopez, M.A. (2011) "Appreciative Intelligence in Action - A Case Study of Sustainable Value Creation by Irupana Organic Food of Bolivia" . Book Chapter for Positive Design and Appreciative Construction: From Sustainable Development to Sustainable Value (Advances in Appreciative Inquiry volume 4).

Ickis, J., Martinez, H. "The Power of CSR in Crises Management: Lessons from Three Latin American Food Companies." (2010) INCAE Business Review, (1) 11.

Martinez, H. "Case: General Motors LAAM: Digital Marketing." (2010) INCAE Business Review, (1) 11: 14.

## **CERTIFICATIONS**

Sept 2013	360 Feedback Hay Group	Boston, MA
June 2011	Executive Coaching Certification Weatherhead SOM	Cleveland, OH