

MIREIA LAS HERAS

mlasheras@iese.edu

Education

2004-2009	BOSTON UNIVERSITY DBA program, Organizational Behavior	BOSTON-USA
2001-2003	IESE, UNIVERSITY OF NAVARRA MBA	BARCELONA-SPAIN
1990-1996	UNIVERSIDAD POLITECNICA DE CATALUNYA Bachelor's degree in Advanced Industrial Engineering, specializing in Industrial Organization and Operations Management	BARCELONA-SPAIN

Experience in Academia

August 2016-present	IESE Business School Assistant Professor of Organizational Behavior Director of the International Center for Work and Family	BARCELONA-SPAIN
Feb 2009-August 2016	IESE Business School Assistant Professor of Organizational Behavior Research Director of the International Center for Work and Family	BARCELONA-SPAIN
June 2005-2009	BOSTON UNIVERSITY Research <ul style="list-style-type: none">• Collaboration with the International Group for Cross Cultural Study of Contemporary Careers (5C). Member of the Spanish and the USA team. With this group they are working on an edited book.• Researcher in the "Collaboration between Hay Group and Boston University" for the study of career history and competencies (With Prof. Kram and Hall, from Boston University).• Longitudinal Study of Career Success definition for employees who have been in flexible work arrangements (with Prof. Hall, from BU and Lee, from McGill University)	BOSTON-USA
May 2006	BOSTON UNIVERSITY-DONG HUA UNIVERSITY Teacher Assistant <ul style="list-style-type: none">• Organizational Behavior and Marketing in the International Management Program	SHANGHAI-CHINA
Jan 2006-May 2006	BOSTON UNIVERSITY Teaching <ul style="list-style-type: none">• Leadership (OB460). Elective for senior undergrads at the School of Management	BOSTON-USA
July 2005	UNIVERSITY OF NAVARRA <ul style="list-style-type: none">• Organization and management of the course "Leadership, Culture and Law in the US" organized for University of Navarre, School of Business and Law.	BOSTON-USA

May 2003- Aug 2004	IESE, UNIVERSITY OF NAVARRA <i>Instructor</i>	BARCELONA-SPAIN MADRID- SPAIN PAMPLONA-SPAIN
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Teaching

- 1st year MBA “Leading People in the Organization” with Professor Nuria Chinchilla
- Course: “Retribution Policies and Strategy Alignment,” in the “Human Resource Management” Master program.
- Seminar: “Mentoring: Growing People Within the Organization,” in the “Human Resource Management” Master program.

Research

- Research in Work and Family. IFREI (IESE Family Responsible Index). Publication of “The Best Practices on Work-Family Policies in Companies in Spain” (DPO0008, IESE)
- Interviews for the book “The feminine Ambition. How to re-conceal work-and-family”

July 2002- Sept 2002	SIMMONS CENTER FOR GENDER IN ORGANIZATIONS <i>Research assistant</i>	BOSTON-USA
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- Research Internship on the “State of Affairs of Work-family Centers and Research in the US.”

Sept 97- Aug 01	COLEGIO MAYOR BONAIGUA <i>Director Assistant</i>	BARCELONA-SPAIN
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- Management of cultural and promotional activities, and management of Board of Trustees and Fundraising activities. Coordination and training for mentoring programs with young professional women and female college students.

Research Conferences: Presentations

Aug 2018	Las Heras, Mireia; Taser Erdogan, Didem; Rofcanin, Yasin; Bosch, M ^a José; Wood, Geoff, "Family motivation of supervisors: Exploring the impact on subordinate work performance", AOM Annual Meeting , AOM, Chicago,08/2018
Aug 2018	Elise Marescaux, Yasin Rofcanin, Mireia Las Heras , “Effects of fit (and misfit) between supervisor-rated and self-rated Family Supportive Supervisor Behaviors (FSSB) and the perception of their employees.” Academy of Management, 2018. Chicago. Nominated for Best Paper, OB Division
March 2016	Mireia Las Heras, M. José Bosch “Servant Leadership: Desire and Reality (Mis)Fit Effects on Turnover, Evaluation of the Leader and Satisfaction. Does the gender of the subordinate matter?” Leadership Excellence And Gender Symposium. Kranert School of Management. Purdue University. Indiana. (USA)
Aug 2015	Sowon Kim, Mireia Las Heras, M. José Bosch. “Love matters: Exploring what enables work-family enrichment”. Academy of Management, Vancouver (Canada)
Jan 2015	“Handle with care’: I-deals as a possible mediator in the relationship between supervisors’ care giving needs and employee work-related outcomes”. Together with Beatrice Van der Heijden and Jeroen De Jong. EAWOP conference in Bath – UK.
Aug 2014	“Sequential Mediation Among Family Friendly Culture and Outcomes,” together with M. José Bosch, PhD, at the Academy of Management 2014, Philadelphia, August 2014

- Aug 2014 "I Don't Mind If You Do... Yet, Thanks For Not Interrupting" together with Sowon Kim PhD, Pablo Escribano, PhD Candidate, and Anneloes Raes, PhD, at the Academy of Management 2014, Philadelphia, August 2014
- Aug 2014 "How National Context Moderates The Effect Of Fssb On Job Performance And Turnover Intentions" together with Spela Trefalt, PhD, Pablo Escribano, PhD Candidate, at the Academy of Management 2014, Philadelphia, August 2014
- July 2014 "Family Domain Antecedents of Supportive Supervisor Behaviors: a multilevel approach" together with Taryn Stanko, PhD, at the Sloan Work Family Research Network Conference in New York, June 2014
- May 2014 "An Examination of the Antecedents of Family Supportive Supervisor Behaviors" together with Taryn Stanko, PhD, within the Symposium "Predictors, Consequences, and Sustainability of Family Supportive Supervisor Behavior" in SIOP - The 29th Annual Conference of the Society for Industrial and Organizational Psychology in Honolulu, May 2014
- May 2014 "When Governments Help: Why Work-Family Balance Satisfaction Matter in Turnover Intentions?" with Sowon Kim, PhD, and Pablo Escribano, PhD Candidate, at " in SIOP - The 29th Annual Conference of the Society for Industrial and Organizational Psychology in Honolulu, May 2014
- Aug 2013 Presentation of "The Mediating Effect of Satisfaction with Work-Family Balance on Family Supportive Organizations and Turnover Intentions" together with Prof. Sowon Kim and Pablo Escribano (PhD candidate at IESE Business School), at the Academy of Management 2013, conference in Orlando, USA.
- July 2013 "Employers taking care, employees working well: A Model of Perceived Organizational Support in Three Spanish-Speaking Countries" together with M. José Bosch and Marc Grau, ICWF International Academic Conference for Work and Family, Barcelona, July 2013
- Aug 2012 Presentation of "A Qualitative Exploration of Facilitating Conditions for Work-Family Enrichment" together with Sowon Kim (Post-doc at IESE, University of Navarra, Spain), at the Academy of Management 2012, conference in Boston, USA.
- July 2011 "Let's Hear It For The Boss: The Benefits Of Family-Supportive Supervisory Behaviors" together with Spela Trefalt, PhD, Simmons College, Boston (USA).
- Aug 2010 Presentation of "Bringing Careers to HRM: "Smart" Job-designs" together with Tim Hall and Aysse Karaevli, within the symposium "Bringing Career Theory to Human Resource Management" organized by Svetlana Khapova (VU U. Amsterdam) and Michael B. Arthur (Suffolk U.), at Academy of Management 2010, conference in Montreal, Canada.
- Aug 2010 Presentation of "Current Research Methods in Work-Life Research: Focus Groups" within the Professional Development Workshop "Current Research Methods in Work-Life Research" organized by Alys Dawn Lambert (Indiana U. Southeast) and Mila B. Lazarova (Simon Fraser U.) at Academy of Management 2010, conference in Montreal, Canada
- Aug 2009 Presentation of "Impact of Career Complexity on Adaptability: A Longitudinal Study of Senior Executives" Steven B. Wolff, Guorong Zhu, Tim Hall, Mireia Las Heras and Betzaluz Gutierrez. 2009. Academy of Management 2009, conference in Chicago, USA.
- Aug 2009 Presentation of "Cracking the fortune cookies: Influencing factors in career success across 11 countries" Demel, B., Shen, Y., Hall, D. T., Mayrhofer, W., Chudzikowski, K., Unite, J., Briscoe, J. P., Abdul-Ghani, R., Bogicevic Milikic, B., Colorado, O., Fei, Z., Las Heras, M., Ogliastri, E., Pazy, A., Poon, J. M. L., Shefer, D., Taniguchi, M., & Zikic, J. 2009.. Academy of Management 2009, conference in Chicago, USA.
- Aug 2008 Presentation of "What did your dad do? Career reference groups in Spain. A field study." Mireia Las Heras and Tim Hall, within the symposium "Beyond organization and self: The importance of reference groups in careers" at the Academy of Management 2008 conference in Anaheim, CA.
- Aug 2008 Chair for the symposium "Understanding Career Development of European Women in Russia, Spain, UK and the Netherlands" together with Regina Herzfeldt. Presentation of "What do Female Professionals and Leaders Want in Spain? A Field Study" Mireia Las Heras, at the Academy of Management 2008 conference in Anaheim, CA.
- Aug 2008 Presentation of "A Comparative Study of Career Transitions in China, Spain, and the US" and "Causes and triggers for career transitions in stable economies. A five-country

study in three occupational groups” within the symposium “Career Transitions in Transition.” Mireia Las Heras, Tim Hall, Shen Yan, at the Academy of Management 2008 conference in Anaheim, CA.

March 2008 “Career transitions in Europe. A country-comparative analysis of causes and triggers in three occupational groups” Katharina Chudzikowski, Barbara Demel, Wolfgang Mayrhofer, Jon Briscoe, Mireia Las Heras, Shen Yan. Presentation at EAWOP Small Group Meeting: Empowering Careers Research in Europe: New Dialogue, Concepts and Studies. March 14-15th, 2008.

March 2008 “Early Career Decision-Making in Spain: A Field Study” Mireia Las Heras. Presentation at EAWOP Small Group Meeting: Empowering Careers Research in Europe: New Dialogue, Concepts and Studies. March 14-15th, 2008.

Aug 2007 “Career Success by Doing good in Spain” presentation with Jelena Zikic York U., and “Doing Well and Doing Good: Equations for Career Success in the United States” presentation together with Douglas T (Tim) Hall, Boston U. and Jon Briscoe, Northern Illinois U.; within the All-Academy symposium “Doing Well by Doing Good Across Cultures: A Global Perspective on Career Success”

July 2007 “Success in work, family, and personal life: Fixed, fanciful, or fleeting?” Douglas T. (Tim) Hall, Boston U.; Mireia Las Heras Boston U.; Ellen Ernst Kossek Michigan State U.; Mary Dean Lee McGill U.. Paper presented at the *II International Conference of Work and Family Research*, organized by IESE Business School, Barcelona.

July 2007 “Career Success Across Cultures: Dancing to the Beat of Their Own Drummers” Jon P. Briscoe, Northern Illinois U. USA; et al. from the 5C project. Paper presented at the 23rd EGOS conference in Vienna

July 2007 “The dynamism of career development and self-set goals” Mireia Las Heras, paper presented at the 23rd EGOS conference in Vienna

Aug 2006 “Career Complexity as a Lens for Understanding Careers,” within the showcase symposium “Learning from Career Histories: Knowledge, Action and research Concerns” Research developed with the team of “Collaboration between Hay Group and Boston University” at the *2006 Academy of Management* —Atlanta, GA, US. Winner of the Best Career Division Symposium for 2006.

July 2006 Poster session “Cross Cultural Study of Contemporary Careers” in the *International Congress of the International Association for Cross-Cultural Psychology*—Spetses, Greece.

July 2006 Here, There, and Everywhere? Conceptualizations of Career Success in Different Cultures, paper presented as a collaboration with Katharina Chudzikowski and 10 other authors at the 22nd EGOS conference in 22nd EGOS Colloquium 6 - 8 July, 2006, Bergen, Norway.

Peer Reviewed Publications

In press Yasin Rofcanin, **Mireia Las Heras**, Maria Jose Bosch, Geoffrey Wood. “Having a Closer Look at the Positive Crossover between Supervisors and Subordinates: The Role of Organizational Culture and FSSB” **Human Relations**

2018 Yasin Rofcanin, **Mireia Las Heras**, Beatrice van der Heijden, Matthijs Bal P, Didem Taser Erdogan “How Do Flexibility I-Deals Relate to Work Performance? A Trickle-Down Model of I-Deals” **Human Relations**

2018 Rofcanin , Y., Bakker, A. B., **Las Heras, M.**, Relational Job Crafting and Organizational Behavior: A Weekly Diary Study, **Human Relations**

2018 Marescaux. E., Rofcanin, Y. and **Las Heras, M.** (2018). Seeing eye to eye on family supportive supervisor behaviors: the impact on employee outcomes. *Best Paper Proceedings at Academy of Management Conference*, 2018, Chicago, the USA.

2018 Yasin Rofcanin¹, Jeroen de Jong², **Mireia Las Heras**³, Sowon Kim “The Duality of Dedication: The Moderating Role of Prosocial Motivation on the Association between Family Supportive Supervisor Behaviors and Employee Outcomes” **Journal of Vocational Behavior**

- (^{1,2,3} All contributed equally to the paper)
- 2018 Bosch, M. J., **Heras, M. L.**, Russo, M., Rofcanin, Y., & Grau i Grau, M. (2018). How context matters: The relationship between family supportive supervisor behaviours and motivation to work moderated by gender inequality. **Journal of Business Research**, 82 (Supplement C), 46-55
- 2017 **Mireia Las Heras**, Yasin Rofcanin, Prof. Matthijs Bal, Jakob Stollberger. How Do Flexibility I-Deals Relate to Work Performance? Exploring the Roles of Family Performance and Organizational Context. Authors: **Journal of Organizational Behavior**. DOI:10.1002/job.2203
- Nominee of the annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- 2017 **Mireia Las Heras**, Beatrice I.J.M. Van der Heijden; Jeroen de Jong; Yasin Rofcanin “‘Handle with care’: The mediating role of I-deals in the relationship between supervisors’ care-giving responsibilities and employee outcomes ” **Human Resource Management Journal** DOI: 10.1111/1748-8583.12160
<http://onlinelibrary.wiley.com/doi/10.1111/1748-8583.12160/full>
- 2017 Rofcanin, Y., **Las Heras, M.**, & Bakker, A. B. (2017). Family supportive supervisor behaviors and organizational culture: Effects on work engagement and performance. **Journal of Occupational Health Psychology**. Vol 22(2), Apr 2017, 207-217.
<http://psycnet.apa.org/journals/ocp/22/2/207/>
- 2017 **Mireia Las Heras**, Marc Grau, “Women in Management – European Union countries: Spain” In: Ronald J Burke and Astrid M. Richardsen (Eds.) Women in Management Worldwide: Signs of Progress. Routledge: A Gower Book.
- 2016 **Las Heras Maestro, M.**, Kim, S., Escribano, P. I., & Raes, A. 2016. Well-being and engagement as predicted by fit and misfit of work to family supervisor interruption behaviors and – subordinate interruption tolerance. *European Accounting and Management Review*, 3(1): 93–123.
- 2016 Kim, S., **Las Heras, Mireia**, & Escribano, P. I. (2016). When Satisfaction with Work-family Balance Pays. *International Business Research*, 9 (11).
<http://dx.doi.org/10.5539/ibr.v9n11p178>
- 2016 Kim, S., **Las Heras, M.**, & Bosch, M. J. (2016). A matter of love: Exploring what enables work-family enrichment. *International Business Research*, 9(8).
<http://dx.doi.org/10.5539/ibr.v9n8p24>
- 2015 **Las Heras, M.**, Bosch, M. J., & Raes, A. M. L. 2015. Sequential mediation among family friendly culture and outcomes. **Journal of Business Research**, 68(11): 2366-2373.
- 2015 **Las Heras, M.**, Trefalt, S., & Escribano, P. I. 2015. How national context moderates the impact of family-supportive supervisory behavior on job performance and turnover intentions. *Management Research: Journal of the Iberoamerican Academy of Management*, 13(1): 55-82.
- Selected by the journal’s editorial team as the **Outstanding Paper in the 2016 Emerald Literati Network Awards for Excellence**.
- 2014 Y. Shen, B. Demel, J. Unite, J.P. Briscoe, D.T. Hall, K. Chudzikowski, W. Mayrhofer, R. Abdul-Ghani, B. Bogicevic Milikic, O. Colorado, Z. Fei, **M. Las Heras**, E. Ogliastris, A. Pazy, J.M.L. Poon, D. Shefer, M. Taniguchi & J. Zikic (2014): “Career success across 11 countries: implications for international human resource management” **The International Journal of Human Resource Management**, DOI: 10.1080/09585192.2014.962562
- 2013 Guorong Zhu, Steve Wolf, Douglas (Tim) Hall, **Mireia Las Heras**, Betzaluz Gutierrez, Kathy Kram (2013) “Much or Too Little? A Study of the Impact of Career Complexity on Executive Adaptability” **Career Development International**

- 2012 Douglas T. Hall, Boston University; Mary Dean Lee, McGill University; Ellen Ernst Kossek, Michigan State University; **Mireia Las Heras**, IESE Business School “Pursuing Career Success while Sustaining Personal and Family Well-Being: A Study of Reduced-Load Professionals over Time” *Journal of Social Issues*, Special Issue <http://onlinelibrary.wiley.com/doi/10.1111/josi.2012.68.issue-4/issuetoc>
- 2011 **Las Heras, M.**, & Grau, M. (2011). Having an impact: Learning from those who have done it. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, page 422-page425.
- 2011 Barbara Demel, Yan Shen, **Mireia Las Heras**, Douglas T Hall and Julies Unite “Career Success Around the World: Its Meaning and Perceived Influences in 11 Countries” In: Jo P. Briscoe, Douglas T. Hall and Wolfgang Mayrhofer (Eds.) *Careers Around the World*; page 59-page 87
- 2011 **Mireia Las Heras** (2011) “Careers in Spain” In: Jon P. Briscoe, Douglas T. Hall and Wolfgang Mayrhofer (Eds.) *Careers Around the World*; page 325-page 341
- 2011 **Mireia Las Heras** (2011) “Careers in the United States” In: Jon P. Briscoe, Douglas T. Hall and Wolfgang Mayrhofer (Eds.) *Careers Around the World*; page 355-page 371
- 2011 Hall, Douglas T., & **Las Heras, M.** (2011). “Personal Growth Through Career Work: A Positive Approach to Careers” In: Kim S. Cameron and Gretchen M. Spreitzer (Eds.) *The Oxford Handbook of Positive Organizational Scholarship*; page 507-page 519
- 2011 **Las Heras, M.**, & Grau, M. (2011). Having an impact: Learning from those who have done it. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, page 422-page425.
- 2011 **Mireia Las Heras**, Nuria Chinchilla and Consuelo León, “Women in Management – European Union Countries: Spain” In: Marilyn J Davidson and Ronald J Burke (Eds.) *Women in Management Worldwide: Progress and Prospects*. Aldershot: Gower Publishing.
- 2011 **Las Heras, Mireia** & Chinchilla, Nuria. “How to Develop and Promote Leadership from the Top” Chapter 1 in Part 3 of Jordi Canals (Eds.) *The future of Leadership Development. Corporate needs and the Role of Business Schools*. Palgrave-Macmillan. New York. P. 241-265
- 2010 Hall, D. T., & **Las Heras, M.** (2010). Reintegrating job design and career theory: Creating not just good jobs but smart jobs. *Journal of Organizational Behavior*, p. 448-462, Volume 31, Issue 2-3.
- 2010 Santana, Laura, **Mireia Las Heras**, and Jina Mao, (2010). “Developing Leaders with Cultural Intelligence: Exploring the Cultural Dimension of Leadership.” Chapter 10 in Hall, T. & Kram, K. (Eds.) *Extraordinary Leadership: Addressing the Gaps in Senior Executive Development*. Jossey-Bass. San Francisco. p. 217-238
- 2009 Nuria Chinchilla, **Mireia Las Heras** and Aline D. Masuda Co-Editors for the book: *No Matter Where You Are: A Practical Guide for Implementing Effective Work Family Policies Across Countries*. HRD Press, Inc. • Amherst • Massachusetts
- 2009 Katharina Chudzikowski, Barbara Demel, Wolfgang Mayrhofer, Jon Briscoe, Julie Unite, Biljana Bogicevic, Douglas T. Hall, **Mireia Las Heras**, Shen Yan and Jelena Zikic “Career transitions and their causes: A country-comparative perspective” *Journal of Occupational and Organizational Psychology* (December 2009), Special issue Volume 82, Part 4
- 2009 Douglas T. Hall and **Mireia las Heras**. “Long live the organisational career.” Chapter 11 in *Vocational psychological and organisational perspectives on career: Towards a multidisciplinary dialogue*. Editors Audrey Collin and Wendy Patton. Sense Publishers 2009.

- 2007 **Las Heras, M., & Hall, D. T.** (2007). Integration of career and life. In D. Bilimoria & S. K. Piderit (Eds.), *Handbook of Women in Business and Management*: Edward Elgar Publishing.

(Co-)Editor for Research Books

- 2017 **Co-Editor** for the book *The Work-Family Balance in Light of Globalization and Technology*, **Mireia Las Heras**, Nuria Chinchilla, Marc Grau; Cambridge Scholars Publishing, Lady Stephenson Library, Newcastle upon Tyne, NE6 2PA, UK (<http://www.iesep.com/es/the-work-family-balance-in-light-of-globalization-and-technology.html>)

- 2013 **Co-Editor** for the book (Steven Poelmans, Jeff Greenhaus, Mireia Las Heras): *New Frontiers in Work-Family Research: A Vision for the Future*. Palgrave-Macmillan Publishers.

- 2010 **Co-Editor** for the book (Patricia Debeljuh, Mireia Las Heras): *Construyendo desde la Complementariedad: Mujer y Liderazgo*. LID Editorial Mexicana.

Chapters within the book:

- *Mujer y Liderazgo*, Chapter 1. Mireia Las Heras, Sandra Idrovo, Alejandra Moreno, Maria del Carmen Bernal
- *Conclusiones*, Chapter 7. Mireia Las Heras, Patricia Debeljuh

- 2009 **Co-Editor** for the book (Nuria Chinchilla, Mireia Las Heras and Aline D. Masuda): *No Matter Where You Are: A Practical Guide for Implementing Effective Work Family Policies Across Countries*. HRD Press, Inc. Amherst, Massachusetts.

Chapters within the book:

- Nuria Chinchilla, **Mireia Las Heras**, and Elizabeth Torres *Why Work Family Balance Around the Globe? Chapter 1* in *No Matter Where You Are: A Practical Guide for Implementing Effective Work Family Policies Across Countries*. Editors: Nuria Chinchilla, Mireia Las Heras and Aline D. Masuda. . HRD Press, Inc. (Amherst) Massachusetts in 2009
- **Mireia Las Heras** and Fred Van Deussen. *Family-Responsible Businesses in the U.S.A. Why, How and with What Results. Chapter 3* in *No Matter Where You Are: A Practical Guide for Implementing Effective Work Family Policies Across Countries*. Editors: Nuria Chinchilla, Mireia Las Heras and Aline D. Masuda. . HRD Press, Inc. • Amherst • Massachusetts in 2009
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Research oriented Reports

- 2018 **Co-author for the Report** on “Selected solutions of law, Business and technologies preventing crimes” Antonino Vaccaro, IESE Business School; **Mireia Las Heras**, IESE Business School; Tommaso Ramus, Universidade Catolica Lisabon; Radoslaw Koszewski, Execute Education Center; Anna Zalcewicz, professor PW, Warsaw University of Technology;
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Roland Stephen, Stanford Research Institute (SRI International); Gabriela Ciocarlie, Stanford Research Institute (SRI International); Jeff Klaben, Stanford Research Institute (SRI International); Lucien Randazzese, Stanford Research Institute (SRI International); Ulf Lindqvist, Stanford Research Institute (SRI International); Dr. Silvia King, MBA 120; David Balenson, Stanford Research Institute (SRI International); Gemma Riera, IESE Business School; Júlia Sierra, IESE Business School; Bartosz Janaszek, Warsaw University of Technology; Marcin Kieliszczyk, Warsaw University of Technology; Institute of Justice Publishing House, Warsaw 2018
ISBN 978 – 83 – 907141 – 7- 2

Practitioner Oriented Publications

- April 2012 • Sowon Kim, Mireia Las Heras “La familia: una escuela para los negocios” Harvard-Deusto, Abril 2012 p. 44-49
- Dec 2012 • Editor for the “Deep Insight Dossier” of the IESE-Insight Journal.
• Mireia Las Heras "Multiple Stories to Career Building" IESE Insight. Fourth Quarter 2012 p. 21-28 (“*Trayectoria vs. Carreras: Las Claves de las Empresas Transitables*” p. 21-28)
- Sept 2011 • Mireia Las Heras “ Bienvenido Míster Gen Y: Las Claves para Gestionar el Nuevo talento en las Empresas.” Harvard-Deusto, Sept 2011 p. 40-46
- April 2011 • Las Heras, M & Destefano, A (2011). “Todo sobre la Generación Y” In Istmo, Revista de Directivos. México City. Abril 2011, p. 20-25
- April 2011 • Las Heras, M & Debeljuh, P (2011). “Carrera profesional vs. Trayectoria: ¿Qué cuenta hoy en día?” In Istmo, Revista de Directivos. México City. Abril 2011, p. 20-25
- Dec 2010 • Mireia Las Heras and Yih-Teen Lee “Cultural Intelligence” IESE Alumni Magazine, Oct-Dec 2010 p.28-30
- April 2010 • Mireia Las Heras “El fin de la carrera. Claves para impulsar las trayectorias profesionales.” Harvard-Deusto, April 2010 p. 74-79
- March 2009 • Douglas T. Hall, Mireia las Heras and Yan Shen “The Protean Career Orientation and Career Counseling” NCD, Career Developments, Spring 2009, Volume 25, number 2
- Dec 2008 • Las Heras, M & Debeljuh, P (2008). Latinoamerica: el mundo laboral espera el “genio de la mujer.” In Istmo, Revista de Directivos. Mexico City. Dec 2008, p. 27-32

Study Cases

- 2018 • Suely: ¿adónde voy ahora? Desarrollo de una carrera Mireia Las Heras, Suely Fuentes Tejada, **IESE DPO 431** Used in In-Companies
- 2018 • “Eurofirms: decisiones difíciles” Josefina Lagos, Miguel Ángel Ariño, Mireia Las Heras Used in MBA and EMBA
- 2017 • “INOUT Hostel: Maria Jose Pujol” Exercise **DPOE 11**
- 2017 • “Dimensiones de la vida” DPOE 14 Used in In-Companies
- 2017 • “Life Lines” DPOE 13 Used in In-Companies
- 2017 • “Developing Networks” DPOE 12 Used in In-Companies
- 2016 • Revisión de Caso Laia Bertran (A) (B) (C) **DPO 140-141-142**
- Caso D y E de Laia Bertran (E) (F) **DPO 401-402**
- 2016 • Alex Lopez e Irene Fariñas (A) ¿Y yo hacia dónde tiro? **DPO-397**
- Álex López e Irene Fariñas (B) ¿Y ahora qué? **DPO-398**

- 2012 • Case study “Olivia Baker” (IESE **DPO 250-253**) It is used in MBA, PDDs and GEMBA
- 2009 • Case study “Ignacio Valente” (IESE **DPO 181-183- DPO182** is available in DVD format) –Used in MBA, EMBA, PDD, and GEMBA
- 2004 Case study “Euroquímica. Social responsible Businesses in the 21st Century.” (**DPO 0044**)

Teaching Notes

- 2013 • “Silencio en la Organización” (IESE DPON 0106)
- 2003 • “Las mejores prácticas de conciliación Trabajo-Familia en la Empresa Española” (IESE DPON 0008)
- 2002 • “El trabajo como constructor de la persona, la familia y la sociedad: Mirando al Pasado y Proyectando hacia el Futuro” (IESE DPON 0002)

Organization of Research Events

- 2018 Co-chair of the “Experts Meeting: Elevating Fatherhood: Policies, Organizations and Health & Wellbeing” June 25th and 26th Boston (Together with Prof. Hanna Riley Bowles, Senior Lecturer at Harvard Kennedy School: Women Public Policy Program, and Marc Grau, Fellow in Harvard Kennedy School. With the support of Social Trends Institute)
- 2018 Organizing committee for the 2018 Work Family Research Network Conference “OpenScience: Assumptions and Translation of Work and Family Research” June 21-23, 2018 in Washington, D.C.
<https://workfamily.sas.upenn.edu/content/conference>
- 2017 Co-chaired the **1st International Conference of Women and Leadership**. The Conference took place in Barcelona, Spain and was organized by IESE International Center for Work Family.
The aim of this conference was to create a vision and to build theory on women and leadership, as well as to provide empirical evidence not only for the academia, but also for organizations.
The I-WIL International Conference of Women and Leadership focused on “Women and (new) leadership” acknowledging that the needs for leadership have changed, and that women contributions might be more relevant than ever to contribute to organizational needs. The I-WIL International Conference of Women and Leadership will paid special attention to women and leadership styles and stereotypes, women and careers, women and corporate governance and women and social networks, among others.
- 2017 **Co-chaired the 7th bi-annual International Conference of Work & Family** focused on the (new) ideal workers, as well as on their needs, desires and new forms of flexibility.

The Conference took place in July 3rd and 4th at IESE Campus in Barcelona, with more than 80 participants from the five continents, representing more than 20 nationalities.

- 2015 Co-Chair for the **6th bi-annual International Conference of Work & Family** that focused on Balance, Technology, and Globalization. It took place in July 1st and 2nd at IESE Campus in Barcelona. This topic of research was especially relevant because we live in an age in which information technology has brought the promise of autonomy and control by allowing asynchronous communications; in which work systems have enabled people to work from various times and locations; in which work and non-work boundaries have as a result been blurred; the work and family interface need to be reconsidered. Papers for the conference focused on new perspectives in work-family, addressed a wide range of topics current problems, and contributed with solutions to those problems.
- 2013 More than 70 researchers participated in the Conference. <http://www.iese.edu/en/faculty-research/events/6-international-conference-work-family/>
Thought leaders in the field have took part of the conference, such as Nancy Rothbard, Lisa Leslie, Tim Hall, Ellen Kossek and Sue Lewis.
- Co-Chair for the **5th International Conference for Work and Family**, organized by the ICWF at IESE: “Leadership and Policies for Work Family in the 21st Century” This conference presented papers focusing on leadership as well as in new perspectives on management as well as on new approaches to parenthood and society. Papers presented new approaches on sociology and psychology and introduced responses to questions such as *What are the new models of fatherhood, and to what extent men and women use different coping strategies to cope with work-family balance?*
- The Conference gathered 62 participants from over the world. Key Work-Family researchers such as Monique Valcour, Ellen Kossek, Ellen Galinsky, Tammy Allen and Tim Hall participated.
<http://www.iese.edu/en/events/ICWF/VInternationalConference/home/Home.asp>
- 2011 Co-Chair for the IV International Conference for Work and Family, organized by the ICWF at IESE: “Innovations in Work Family Research and Practice”.
The Conference gathered over 50 participants form over the world, with key lead Work-Family researchers such as: Ellen Kossek, Tim Hall, Brad Harrington, Ellen Gallinsky, and Sue Lewis.
<http://www.iese.edu/en/events/ICWF/IVInternationalConference/home/Home.asp>
- 2011 Organizer of the 2011 – IESE Researchers Network Meeting held at IESE 2011 – with the participation of over 20 researcher coming from partner research institutions from around the World

Consulting

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| Nov-Dec 2014 | • Consulting with TELEVISA (Mexico) in a change process to increase their Corporate Family Responsibility |
| Nov-Dec 2013 | • Second phase of work with Compartamos Banco (México) to increase their Corporate Social Responsibility after a period of fast growth |
| Sept-Dec 2009 | • Consulting with Colegio Pineda and Avantis in a restructuring process of the school |

- Jan-June 2009 • Consulting with Compartamos Banco (Mexico) developing an on-line course to train managers ho to facilitate work-life integration
- May-July 2008 • Consulting with Compartamos Banco (Mexico) in a change process to become a Family Responsible company
- Jan-May 2004 • Transformation Consulting program for VAESA (Vehiculos y Automobiles España Sociedad Anonima), that belongs to group **Volkswagen**, in a process depending from the Transformation Office in Germany.