



**Roundtable Schedule, Thursday May 23<sup>rd</sup>, 17:00 – 18:40**

**Roundtable 1: Organization of Work. Room: -1.A.01. Facilitator: Eduardo Melero**

Mindful organizing as a determinant of collective forecasting performance	Efrain Rosemberg Montes* (IE) & Matthias Seifert (IE)
What's Wrong with "Working for Money"? The Effect of Presented Financial Motivation on Recruiter Perceptions	Kelly A. Nault* (IE) & Winnie Jiang (INSEAD)
Emotional Basis of Adaptive Leadership: Insights from a Quasi-Experimental Field Study	Sandra Merino-Verona* (UC3M), Ramón Rico (UC3M), Sjur Uitdewilligen (Maastrich U.), & Manuel Quintana-Diaz (U. Autónoma Madrid)
From Office Spaces to Project spaces: Unpacking Leadership Departures and Their Effects on Employee Turnover	Asya Karabayeva* (IE) & Monika Hamori (IE)
Is Being Trustworthy Always Rewarded? Think Twice! Trust Penalty for Women Entrepreneurs	Imge Kaya-Sabanci* (IE), Rachida Justo (IE) y Denis Grégoire (HEC Montreal)

An asterisk denotes presenter for the papers.

**Roundtable 2: Social Issues at Work. Room: -1.A.04. Facilitator: Jaime Ortega.**

Examining Executive Compensation and Governance Strategies in Family-Owned Enterprises: A Sustainable ESG Approach	Jessenia Davila*(IESE), Marta Elvira (IESE), Igor Kadach (IESE) y Gaizka Ormazabal (IESE)
They Are Not Match-Makers: Understanding the Behavior of a Search Firm	Olga Ivanova* (USI Lugano) & Anne Bowers (U. of Toronto)
Shaping Organizational Performance via Employee Participation and Vetting in Managerial Selection	Thomas Teodorovicz* (CBS), Samina Karim (Northeastern U.) & Monica Higgins (Harvard U.)
Self-Employment and Early Retirement: The Moderating Role of Well-Being	Raquel Justo (U. Illes Balears), Adrián Mérida* (U. Illes Balears) & Juan A. Sanchis-Llopis (U. Valencia)

An asterisk denotes presenter for the papers.



## Roundtable Schedule, Friday May 24<sup>th</sup>, 11:00 – 12:40

### Roundtable 3: Entrepreneurship & Family Firms. Room: -1.A.01. Facilitator: Marta Elvira

How does the risk of the opportunity exploited by the entrepreneurs affect the value of their knowledge for enhancing the startup's chances of success in its early years?	Sergio Rodríguez-Garnica* (UC3M)
Disentangling the Effects of Spin-Outs on Parent Firms: The Role of Parent-Employee Relationships	Marco Galo* (Nova) & Ha Hoang (ESSEC)
Employment Security, Family Firm Ownership and Board Gender Diversity	Jessenia Dávila (IESE), Luis Gómez-Mejía (ASU), Fernando Muñoz-Bullón (UC3M) & M <sup>a</sup> José Sánchez-Bueno* (UC3M)
Unveiling the implications of shareholder proposals on female leadership. A look at family firms and the influence of organizational objectives	Anabel Mendoza* (UC3M)

An asterisk denotes presenter for the papers.

### Roundtable 4: Gender Issues. Room: -1.A.04. Facilitator: Rocío Bonet

The Gendered Impact of Job Insecurity on Entrepreneurship: Evidence from Spain	Imge Kaya-Sabanci (IE), Halil Sabanci* (Frankfurt School of Finance & Management & Marta Elvira (IESE)
How do salary fairness perceptions and gender relate to individual pay information disclosure and is the relationship affected by the enactment of a law to combat unjustified pay discrimination?	Lea Holzemer* (LMU)
Gaslighting: The liability of entrepreneurs' identity-issue fit in Femtech	Ludovica Castiglia* (IESE)
Psychopathic CEOs and Gender Differences in Employee Pay: An Empirical Analysis	Steffen Burkert* (LMU) & Aino Tenhiälä (IE)
Artificial Intelligence in Hiring and Gender-Based Differences in Job Applicants' Outcomes: Evidence from a Large Retail Organization	Federica De Stefano* (HEC Paris)

An asterisk denotes presenter for the papers.