

August 2016

YAAKOV WEBER

Professor

**Department of Strategy and Entrepreneurship
College of Business Administration
College of Management, Academic Studies area
Israel**

President, EuroMed Academy of Business and EuroMed Research Business Institute

Tel: +972-3-9635770

E-mail: yaakovw@colman.ac.il

Personal details:

Date and Place of birth: July 13, 1953, Israel
Home: 18 Havoda St. Hod Hasharon, Israel 45267
Telephone: (Work) 972-3-9635770, (Home) 972-9-7404787
E-mail: yaakovw@colman.ac.il

Education:

Ph.D. 1983 – 1988 University of South Carolina, USA
Major area: Strategic Management;
Minor area: Organizational Behavior.
Dissertation Title: The effects of Corporate Culture Differences
on Top Management Behavior in Mergers and
Acquisitions.
MBA 1980 – 1983 Tel Aviv University
B.Sc. 1974 –1978 Technion- The Israeli Technology Institute

Professional Activities

a) Establishment and Development of International Academy The **EuroMed Academy of Business** was established in 2008 and has more than 200 active members from about 50 countries. Each year it has Annual Conferences: Marseille, France (2008) Salerno, Italy (2009), and Nicosia Cyprus (2010). Next conference in Elounda, Crete (2011) and Swiss (2012). The EuroMed Academy of Business has academic journal, **EuroMed Journal of Business**. It also has more than 30 research committees in various academic areas. In January 2011 all **Annual Books of Proceedings** were accepted to be included in **ISI Citation Index**.

b) Positions in academic administration

2008- Present President, **EuroMed Academy of Business**

2008 - Present	President, EuroMed Research Business Institute
2007- 2012	Chair, Strategy & Entrepreneurship Department, College of Management
2007- 2008	Director, International Business in Global World Executive Program, LAHAV, Recanati School of Management, Tel-Aviv University
2002-2005	Head, International MBA Program, College of Management
1996-2001	Area Head –Strategic Management, M.B.A, Ben – Gurion University.
1997-1998	Chair, Management Department, School of Management, Ben – Gurion University.

c) Examples for Significant Professional Consulting to Organizations and top executives (CEOs, VPs, etc.). Sample:

- Motorola,
- Coca-Cola,
- Bezeq,
- ECI Telecom
- Ludan Engineering
- Kupat-Holim,
- Dead-Sea Works,
- Bromide Complex Ltd.,
- Society of Israel Plastics & Rubber Manufacturers,
- Telad TV,
- Tefen Consulting (largest management consulting firm in Israel),
- International Merger in Moscow, Russia,

Editorial and Review for scientific journals

Associate Editor

- **European Management Review** (2009 – present). The journal was established by Bruce Kogut.

- **Cross Cultural Management: An International Journal (2011- 2015)**

Guest Editor for Special Issue

- **Journal of World Business** Strategic Alliances, Joint Ventures, and Mergers and Acquisitions In The Global Context (**forthcoming**)
- **International Journal of Emerging Markets** Mergers and Acquisitions in Emerging Markets
- **Human Resource Management:** "Human resource practices in Mergers and Acquisitions" TWO VOLUMES, 2011
- **California Management Review:** "Strategic Agility", August, 2014
- **International Studies of Management and Organizations:** "Managing Mergers and Acquisitions Implementation and Integration." 2011
- **Thunderbird International Business Review.** "Socio-cultural Integration in Mergers and Acquisitions – New Perspectives" 2013

Other Editorial work

EuroMed Book of Proceedings (is under *ISI* Citation Index) 2009

EuroMed Book of Proceedings (is under *ISI* Citation Index) 2010

EuroMed Book of Proceedings (is under *ISI* Citation Index) 2011

EuroMed Book of Proceedings (is under *ISI* Citation Index) 2012

EuroMed Book of Proceedings (was sent to *ISI* Citation Index) 2013

EuroMed Book of Proceedings (was sent to *ISI* Citation Index) 2014

EuroMed Book of Proceedings (was sent to *ISI* Citation Index) 2015

EuroMed Book of Proceedings (was sent to *ISI* Citation Index) 2016

Member of Editorial Boards

- **British Journal of Management** (2015- *present*)
- **International Studies of Management and Organizations** (2011- *present*)
- **International Journal of Emerging Markets** (2012-*present*)
- **Journal of World Business** (2002 - *present*).

- **EuroMed Journal of Business** (2008- present)
- **International Journal of Organizational Analysis** (2010- present)
- **European Journal of Cross-Cultural Competence and Management** (2011-2015).
- **Human Resource Planning Journal** (1990-1993).

Manuscripts Refereed for

- **Strategic Management Journal**
- **Organization Science**
- **Academy of Management Journal**
- **Journal of Organizational Behavior**
- **Human Relations**
- **Organization Studies**
- **Journal of Management Studies**
- **International Journal of Cross Cultural Management**
- **Journal of International Business Studies**
- **Journal of World Business**
- **International Studies of Management and Organizations**

Academic Educational Activities

a) Courses Taught

- International Strategic Management – MBA and Executive Programs
- International Strategy Project – with top executives of international companies - MBA
- Strategic Management – M.B.A and Executive programs
- Mergers and Acquisitions Management – M.B.A, PhD. and Executive programs
- Strategic Alliances – M.B.A
- Organizational Behavior, B.A., M.B.A
- Human Resource Management, M.B.A
- Organizational Theory, B.A.
- Corporate Strategy – Ph.D.

b) Development of New Courses

- Mergers and Acquisitions Management
- Cross Cultural Managerial Competences
- Strategic Alliance Management
- Strategic Management

- Strategic Consulting for top management: Domestic and International Organizations
- International Strategic Management
- International Strategic Alliances and Cooperation – For the Open University
- Strategy Seminar.

c) Direction and Participation in International PhD seminars and teaching MBA

- 2 day, M&S PhD seminar, Monteux, Swiss, 2012
- 3 days, DBA/PhD, and 2 days, MBA, International School of Management, Paris, France, 2012 and 2014.
- 4 days MBA Shanghai Jiao Tong University 2011
- 2 days, M&A PhD seminar, Nicosia, Cyprus, 2010
- 3 days, DBA/PhD, International School of Management, Paris, France, 2010
- 6 days, Corporate Strategy, Bucharest, University of Bucharest, 2009.
- 2 days, Corporate Strategy, Marseille, France by EMRBI, 2008
- 4 days, M&A PhD seminar, Helsinki, Finland by EISAM, 2007
- Full semesters, MBA, School of Business, New York University, NY, USA.
- Full semesters, MBA, College of Business, University of Kentucky, USA.
- Full semesters, MBA, College of Business, University of South Carolina, USA.

d) Guiding and Examining Research Students

2013 – Paul Loh – International School of Management, Paris, France.
 2012 - Paulina Junni – Hanken school of Economics, Helsinki, Finland
 2012 – Alfonso Azevedo – Universitat Ramon Llull, ESADE, Barcelona, Spain
 2009 - Tal Ezroni (Belkin) – College of Management
 2005 – 2011 Doctoral Student – Ziva Rozen-Bachar, Haifa University
 2004 – 2009 Doctoral student – Shlomo Tarba
 Ben – Gurion University with Prof. Arie Reichel
 2004 – Master -- Aldema Gilad, Tel-Aviv University.
 2001 – Doctoral student – Amos Raviv. Ben-Gurion University
 2001 – Rami Saheik - M.B.A Ben-Gurion University - Graduated
 2000 – Shoshana Kaizer – M.Sc. Tel-Aviv University – Graduated

Reader/Referee of numerous Doctoral and Master Theses.

e) Written Case Studies

- The International Merger of Madge/Lannet (Hi-Tech, International)
- The international Merger of Aladdin/Fast (Hi Tech and start-up, International)
- The Tylenol Crisis Part I and II (were included in several International textbooks, pharmaceutical industry)
- Electra – Future Directions (Electronic Appliances)

- Kav Ha'Ofek – Competing in the travel Industry
- Bank Hapoalim
- Castro (Fashion)

Academic Awards, Honors and Grants

More than **3500** Professional **citations**.

2010 Outstanding Author Contribution Award, by Emerald Publisher (this publisher has about 200 journals and numerous books).

Paper published at **Human Resource Management Review**, 2010, among the top 5 cited papers during period of 5 years 2009-2013, and, 2010-2015, at this journal.

Paper published in **International Studies of Management and Organization**, most read, from June 2011 – 2015.

Paper published at Cross Cultural Management: An International Journal, 2012, is 4th in the list of most downloaded papers in 2015.

Best Paper Nomination at the Academy of Management Annual Meeting, Atlanta, Georgia, 2006.

Paper published in **The Journal of Conflict Management** (1996) included in the lists of the **most important works** published in sociology in 1996, in **International Bibliography of Sociology, Volume xlv** 1995, Rutledge, Homelnd, NY. (Quotes from the introduction to the list: "the most significant new material" and, "most important works published in Sociology")

Weber, Y., Shenkar, O. and Raveh, A., (2008), "National and Corporate Culture Fit in Mergers/ Acquisitions" was elected to be included in this book that put together leading publications by leading scholars (for example, Michael Porter) in the field of M&A, Krug, J.A. (Ed.) "**Mergers & Acquisitions**" SAGE Publications, August 2008.

Chapter published in **Handbook of Culture and Climate** (2000) that was nominated for Academy of Management's George R. Terry Award. It also received a citation in 2000 for "Outstanding Academic Title" in Choice, the publication of the American Library Association.

Paper published in **Strategic Management Journal** (1992) elected to be included in "The International Library of Management" (that "brings together most significant published papers") – **Takeovers Volume III**, 1996.

Paper published in **Information and Management** (1991) elected to be included in **RUR** (Really Useful Research in Information Systems), 1992.

Invitations for international speech (sample)

- Verona University, Verona, Italy, 2014
- Vilna University, Vilna, Lithuania, 2014.
- Hankan School of Economics, Helsinki, Finland, 2012
- Rollins College, Florida, USA, 2010.
- Technological Educational Institute of Crete, Greece, 2010
- Vienna University of Economics and Business, Vienna, Austria, 2009.
- Swedish School of Economics, Helsinki, Finland, August, 2006.
- Renmin University of China, Beijing, July, 2006
- Center for Social & Economic Behavior, Institute of Psychology, Chinese Academy of Science, Beijing, July, 2006.

Grants

European Trade Union Institute – Mergers and Acquisitions – Success Factors (4850E) – 2013.

Israel – USA Chamber of Commerce – Cross Cultural Barriers to Israel-USA Business (40000 IS) – 2012.

Grant from European Commission (EMRBI - joint project) – Cross Cultural Management in Mediterranean Region: Teaching International Students (100000 E per year over three years), 2010.

Research Grant from INSEAD (Joint Project with Prof. Guenter Stahl) – M&A in Life Sciences & Biotechnology Industry in Israel (12000E), 2008.

Research Grant from The US – Israel Chamber of Commerce and The Ira Center for Business, Technology & Society, Ben – Gurion University, “The Biotechnology Industry in Israel and USA: Characteristics, Strategy, and Synergy Exploitation via Mergers and Acquisitions”, 2004.

Research Grant from the Science Center – Ministry of Absorption, (\$4,000) Implementation of Mergers and Acquisitions, 1990.

Research Grant from the University of Kentucky, Graduate School, Top Management Culture Clash in Mergers and Acquisitions (\$6000), 1998.

Refereed Scientific Publications

Schweiger, D. and Weber, J., (1989), “Strategies for Managing Human Resources During Mergers and Acquisitions: An Empirical Investigation”, **Human Resources Planning Journal**, Vol. 12, No. 2, 69-86.

Romm, T., Pliskin, N., Weber, Y., and Lee, A.S., (1991), “Identifying Organizational Culture Clash in MIS Implementation”, **Information and Management**, Vol. 21, 99-109.

*** Chatterjee, S., Lubatkin, M.H., Schweiger, D.M. and Weber, Y., (1992), “Cultural Differences and Shareholders Value: Explaining the Variability in the Performance of Related Mergers”, **Strategic Management Journal**, 13, 319-334.

Weber Y. and Schweiger, D., (1992), “Top Management Culture Conflict in Mergers and Acquisitions: A Lesson from Anthropology”, **International Journal of Conflict Management**, Vol. 3, No. 4, 285-302.

Pliskin, N., Romm, T., Lee, A.S. and Weber, Y., (1993), “Presumed versus Actual Organizational Culture: Managerial Implications for Implementation of Information Systems”, **The Computer Journal**, Vol. 36, No. 2, 143-152.

Weber Y. and Provan, G.K., (1993), “Firm Power as a Generic Strategy in a Single Industry”, **The International Journal of Management**, Vol. 10, No. 3, 384-391.

Weber, Y., Ganzach, Y. and Beniamini, H., (1995), “Integrating and Preserving Different Culture After Acquisition.” **The Journal of Conflict Management**, Vol. 6, No. 2, (April), 192-210.

*** All authors made equal contribution.

- Romm, T., Pliskin, N. and Weber, Y., (1995), "The Relevance of Organizational Culture to Implementation of Human Resources Information Systems." **Asia Pacific Journal of Human Resources**, Vol. 33, No. 2, 63-80.
- Weber, Y., Shenkar, O. and Raveh, A., (1996), "National and Corporate Culture Fit in Mergers/ Acquisitions: An Exploratory Study." **Management Science**, Vol. 42, No. 8, 1215-1227.
- Weber, Y. and Pliskin, N., (1996), "The Effect of Information Systems Integration and Organizational Culture on a Firm's Effectiveness." **Information and Management**, Volume 30, 81-90.
- Weber, Y., (1996), "Corporate Culture Fit and Performance in Mergers and Acquisitions." **Human Relations**, Vol. 49, No. 9, 1181-1202.
- Ganzach, Y, Weber, Y., and Ben-Or P. (1997). Message Framing and Buying Behavior: The Difference Between Natural and Artificial Environments" **Journal of Business Research**, Vol. 40, 91-96.
- ***Lubatkin, M. and Schweiger, D., Weber, Y. (1999), "Top Management Turnover, Following Mergers: A Longitudinal Study of Perceptual and Attitudinal Determinants." **Journal of Management**. Vol. 49, No. 9, 1181-1202.
- Ganzach, Y., Saporta, Y. and Weber, Y., (2001). "Interaction in Linear Versus Logistic Models: A Substantive Illustration Using the Relationship Between Motivation, Ability and Performance". **Organizational Research Methods** Vol. 3, 237-253.
- Weber, Y. & Menipaz, E., (2003). "Measuring Cultural Fit in Mergers and Acquisitions", **International Journal of Business Performance Management**, Vol. 5, No. 1, 54-72.
- Weber, Y., (2003), "Culture Clash in International Mergers and Acquisitions", **Journal of Conflict Resolution and Mediation**, Vol. 1, No. 1, 161-188.
- Weber, Y., Reichel, A., and Tarba, S.Y. (2006), "International Mergers and Acquisitions Performance: Acquirer Nationality and Integration Approaches", **Academy of Management Best Paper Proceedings**, IM: 1-5.
- Weber, Y. and Drori, I. (2008), "The linkages between Cultural Differences, Psychological States, and Performance in International Mergers and Acquisitions", **Advances in Mergers and Acquisitions**. Vol. 7, 119-142.
- Drori, I., Sheaffer, Z., Weber, Y. and Landau, D. (2008) "Misalignment as legacy of an industrial leader" **European Journal of International Management**, Vol. 3, No. 1, 75-91,
- Weber, Y. Tarba, S. and Reichal, A. (2009)"International Mergers and Acquisitions Performance Revisited - The Role of Cultural Distance and Post-Acquisition

- Integration Approach" , **Advances in Mergers and Acquisitions**. Vol. 8, 1-18.
- Raviv, A. Tarba, S. and Weber, Y. (2009) " Strategic Planning for Increasing Profitability - The Case of Marina Industry" **EuroMed Journal of Business**, 4, 2, 210-214.
- Weber, Y. and Tarba, S.Y. (2009) Can the lessons be learned from organizational marriages - The case of Madge & Lannet. **EuroMed Academy of Business Proceedings**, 1893-1912.
- Weber, Y. and Tarba, S. (2010) "Human Resource Practices and Performance of Mergers and Acquisitions in Israel" **Human Resource Management Review**, 20, 203-211.
- Weber, Y., Ezroni, T., and Tarba, S.Y. (2010) Planning, Negotiation and Cultural Differences, during Mergers and Acquisitions. **EuroMed Academy of Business Proceedings**, 1249-1257.
- Weber, Y. and Fried Y. (2011) "The Role of HR Practices in Managing Culture Clash during Post Merger Integration process" **Human Resource Management**, Vol. 50 (5), 565-569.
- Weber, Y. (2011) "Managing Mergers and Acquisitions Implementation and Integration" **International Studies of Management and Organizations**, Vol. 41, No. 3, Fall 2011.
- Weber, Y. and Tarba, S.Y. (2011) "Exploring Culture Clash in Related Merger: Post-Merger Integration in the Hightech Industry". **EuroMed Academy of Business Proceedings**, 1258-1273.
- Weber, Y., Teerkangas, S, Rouzies, A. and Tarba, S. (2011) "Cross Cultural Management in Mergers and Acquisitions" **European Journal of International Management**, 5 (4), 319-326.
- Weber, Y. and Tarba, S. (2011) "Exploring Culture Clash in Related Merger: Post-Merger Integration in the High-Tech Industry" **International Journal of Organizational Analysis**, 19 (3), 202-221.
- Weber, Y. Tarba, S. and Reichal, A. (2011) "A Model of the Influence of Culture on Integration Approaches and International Mergers and Acquisitions Performance" **International Studies of Management and Organizations**, 41 (3), 9-24.
- Weber, Y. and Tarba, S. and Belkin, T. (2011) "Negotiation, Cultural Differences, and Planning in Mergers and Acquisitions" **Journal of Transnational Management**, 16 (2), 107-115.

- Weber, Y., Tarba, S and Rosen-Bachar, Z. (2011) "Mergers and Acquisitions Paradox – the Mediating Role of Integration Approach" **European Journal of International Management**, 5 (4), 373-393.
- Weber, Y. and Drori, I (2011) "Integrating Organizational and Human Behavior perspectives on Mergers and Acquisitions: Looking inside the black box" **International Studies of Management and Organizations**. 41 (3), 76-95.
- Weber, Y. and Fried, Y. (2011) "The Dynamic of Employees' Reactions during post merger integration process". **Human Resource Management**, 50, (6), 777-782.
- Weber, Y, Tarba, S., Bachar-Rosen, Z. (2012) "The Effects of Culture Clash on International Mergers In the High Tech Industry" **World Review of Entrepreneurship, Management and Sustainable Development**, 8 (1), 103-118.
- Ahammad, M.F., Glaister, K.W., Weber, Y., and Tarba, S. Y. (2012). Top Management Retention in Cross-Border Acquisitions: The Roles of Financial Incentives, Acquirer's Commitment, and Autonomy. **European Journal of International Management**.
- Weber, Y., and Tarba, S.Y. (2012). Mergers and Acquisitions Process:The Use of Corporate Culture Analysis. **Cross-Cultural Management:An International Journal**
- Ellis, K.M., Weber, Y., Raveh, A., and Tarba, S. Y. (2012). Integration in Large, Related M&As: Linkages between Contextual Factors, Integration Approaches, and Process Dimensions. **European Journal of International Management**
- Weber, Y. Rahman-Mor, D. and Tarba, S. (2012) "Managing Cross Cultural Conflicts in Organizations" **International Journal of Cross Cultural Management**, 12(1): 73-99.
- Weber, Y., Teerikangas, S., Rouzies, A., and Tarba, S.Y. (2012). Mergers and Acquisitions Management - New Directions. **European Journal of International Management**
- Weber, Y. and Tarba, S.Y. (2013) Sociocultural Intergration in Mergers and Acquisitions- New perspectives, **Thunderbird International Business Review**.Vol. 55, No. 4, July/August, 327-331.
- Weber, Y. Drori, I and Tarba, S (2013) "Culture – Performance Relationships in Mergers and Acquisitions: The Role of Trust" **European Journal of Cross Cultural Competence and Management**.
- Gomes, E., Angwin, D.N., Weber, Y. and Tarba, S.Y. (2013) Critical Success Factors through the Mergers and acquisitions Process: Revealing Pre and Post-M&A Connections for improved Performance. **Thunderbird International Business Review**.Vol. 55, No. 1, July/August, 327-331.
- Stahl., G.K., Angwin, D.N., Very, P., Gomes, E.,Weber, Y. and Tarba, S.Y. (2013) Sociocultural Intergration in Mergers and Acquisitions-Unresolved Paradoxes and

Directions for Future Research, **Thunderbird International Business Review**.Vol. 55, No. 4, January/February,13-35..

Weber, Y. and Tarba, S.Y. (2014) Strategic Agility: A state of the Art. **California Management Review**, Vol. 56.. No. 3, Spring, 5-12.

Junni, P., Sarala, RM, Tarba, S.Y. and Weber, Y. (2015) The Role of Strategic Agility in Acquisitions. **British Journal of Management**, pp. 1-21.

Weber, Y. (2015) Development and Training at Mergers and Acquisitions **Procedia Social and behavioral Sciences**, **209, 254-260.**

Yahiaoui D.,Chebbi, H., and Weber, Y. (2016) HR practices, context, and knowledge transfer in M&A. **International Journal of Human Resource Management** (forthcoming)

Books

Weber, Y., **Mergers and Acquisitions Management** (in Hebrew), *Peles*, 2003.

Weber, Y. **International Strategic Alliances** (in Hebrew), *Open University*, 2005.

Gomes, E., Weber, Y. and Brown, C. and Tarba, S. **Mergers, Acquisitions and Strategic Alliances.** *Palgrave MacMillan*, 2011.

Weber, Y **Handbook for Research on M&A**, *Edward Elgar Publishing* Limited, Cheltenham, UK. 2013.

Weber, Y. **A comprehensive Guide to Mergers and Acquisitions Management: Integration and Implementation.** *Financial Times Press*, New York, NY, 2014.

Weber, Y. and Tarba, S **Mergers and Acquisitions, Entrepreneurship and Innovation** *Emerald*, 2016

Book Contributions

Weber, Y., Shenkar, O. and Raveh, A., (2008), "National and Corporate Culture Fit in Mergers/ Acquisitions" in Krug, J.A. (Ed.) "**Mergers & Acquisitions**" SAGE Publications, August 2008.

Weber, Y., (with Stahl, G. and Mendanhall, M.) "Research in Socio-cultural Integration in Mergers and Acquisitions" This is the concluding chapter in Stahl, G and Mendanhall, M. (Eds.) **Human Resources in Mergers and Acquisitions**, (San Francisco: Stanford University Press), 2005.

** Weber, Y., "Measuring Organizational Culture" in Celeste K. and Ashkenasy N. (Eds.) **Handbook of Organizational Culture and Climate**, Sage, 2000.

Weber, Y., "Implementations of International Mergers and Acquisitions" in Punnett, B.J. and Shenkar, O. (Eds.) **Handbook of International Management Research**, (Oxford, England: Blackwell), 1995.

Weber, Y., "Tylenol's Capsule Crisis – Part 1", and "Tylenol's Capsule Crisis Part 2." These two cases have been extensively used in strategic management courses in various universities and have been published in these separate books:

- 1) John A. Pearce II and Richard B. Robinson, Jr., *Strategic Management: Strategy Formulation and Implementation*, 3rd edition (Homewood, Illinois: Richard D. Irwin, Inc.), 1988.
- 2) Samuel C. Certo and J. Paul Peter **Selected Cases in Strategic Management**, (New York: McGraw – Hill), 1990.

** This book has been nominated for the very prestigious Academy of Management's George R. Terry Award.

- 3) A. Baker Ibrahim and Kamal Argheyd, **Cases in Strategic Management: A Canadian Perspective**, (Whitby, Ontario: McGraw – Hill), 1992.

Refereed Proceedings

Bauerschmidt, A. and Weber, Y., "Strategic Groups: A Test of Porter's Contention." **Southern Management Association Proceedings**, pp. 25-27, 23 Annual Meeting, November 1985.

Weber, Y., "Generic Strategies and Power Relationship with Buyers and Suppliers". **Southern Management Association Proceedings**, pp. 302-304, 24 Annual Meeting, November 1986.

Weber, Y. and Randolph, W.A., "Organizational Analysis and the Volume of Decision-Making Perspective". **Southern Management Association Proceedings**, pp. 1-3, 25 Annual Meeting, November 1987.

K'Obonyo, P.O. and Weber, Y., "Organization Structure, Environment and Performance: A Review of the Literature". **Proceedings of Decision Science Institute**, pp. 42-44, Southeast Region, February 1987.

K'Obonyo, P.O. and Weber, Y., "Need Importance as Function of Cultural Background Job Level". **Proceedings of Decision Science Institute**, pp. 45-48, Southeast Region, February 1987.

- Weber, Y. and Drory, I. "Culture Clash, Psychological States and Performance in International Mergers and Acquisitions", **Book of Proceedings, International Society for the Study of Work and Organizational Values**, 2004.
- Weber, Y. and Tarba, S. "National and Corporate Culture, Integration Approaches and Performance in Mergers and Acquisitions", **Book of Proceedings, International Society for the Study of Work and Organizational Values**, 2004.
- Menipaz, E., Weber, Y., and Tarba, S. "The Global Biotechnology Industry: Characteristics, Strategy and Synergy Exploitation via Mergers and Acquisitions", **Book of Proceedings, the Carnegie Bosch Institute for Applied Studies in International Management**, 2005.
- Menipaz, E., Weber, Y., and Tarba, S.Y. "The National Culture - A Forgotten Factor In Post-Acquisition Integration in Biotechnological and Pharmaceutical Industry", **Proceedings of Strategic Management Society**, 2006.
- Tarba, S.Y. and Weber, Y. "Acquirer Nationality, Synergy Potential, and Post-Acquisition Integration Approach Implementation", **Proceedings of European International Business Academy**, 2006.
- Weber, Y. and Tarba, S. Customer Relationships and Networks in Mergers and Acquisitions. **Book of Proceedings, EuroMed Academy of Business**, 2013

Refereed Conference Presentations

- Weber, Y. and K'Obonyo, P.O., "A Conceptual Framework for Staffing General Managers for Strategy Implementation". **Annual Meeting of Academy of Management**, New Orleans, 1987.
- Weber, Y., "Human Resource Problems in Mergers and Acquisitions as a Result of Top Management Culture Clash". **The TUCK-USC Research Conference on Strategic Human Resource Management of Mergers**, October 1988, Charleston, South Carolina.
- Schweiger, D. and Weber, Y., "Human Resource Practices During Mergers and Acquisitions". **Annual Human Resource Planning Society Conference**, Rhode Island, 1989.
- Chatterjee, S., Lubatkin, M. and Weber, Y., "Cultural Differences and Shareholders Value: Explaining the Variability in the Performance of Related Mergers". **Annual Meeting of Academy of Management**, Washington, 1989.
- Weber, Y., Schweiger, D., Lubatkin, M. and Chatterjee, S., "The Effects of Culture Clash on the Implementation and Financial Performance of Mergers and Acquisitions". **Annual Strategic Management Society Conference**, San Francisco, 1989.

- Weber, Y., "The Effects of Cultural Clash on Top Management Commitment and Cooperation". **Annual Meeting of Academy of Management**, Miami Beach, Florida, 1991.
- Segev, E. and Weber, Y., "The Planning-Performance Relationship Revisited". **Annual Meeting of Academy of Management**, Miami Beach, Florida, 1991.
- Weber, Y., Schweiger, D. and Lubatkin, M., "Cultural Clash in Mergers and Acquisitions: A Longitudinal Study on the Top Management Turnover". **Annual Meeting of Academy of Management**, Las Vegas, Nevada, 1992.
- Romm, Y., Pliskin, N. and Weber, Y., "The Resources Management Decision Support System: The Role of Culture in Implementation". **The Australian and New Zealand Academy of Management Annual Conference**, December 1993.
- Weber, Y., Shenkar, O. and Raveh, A., "National and Corporate Culture in Mergers and Acquisitions: An exploratory Study". **Academy of International Business**, Boston, MA, 1994.
- Weber, Y., Lubatkin, M. and Schweiger, D., "Top Management Turnover Following Mergers". **Annual Meeting of Academy of Management**, Dallas, Texas, 1994.
- Weber, Y., "Organizational Versus National Culture Fit in Mergers and Acquisitions", - in Joint Symposium on New Perspectives on Assessing and Using Organizational Culture Construct in Organizational Science. **Annual Meeting of Academy of Management**, Vancouver, B.C., Canada, 1995.
- Weber, Y. Menipaz, E. and Eilam, G. "Violating Psychological Contract and Culture Clash in Mergers and Acquisitions", **Forging Regional Cooperation in the Mediterranean Basin**, Arles France, May 1999.
- Raviv, A., Weber, Y. and Menipaz, E. "Taxonomy of Strategic Business Models for Leisure Industry Organizations", **Forging Regional Cooperation in the Mediterranean Basin**, Arles France, May 1999.
- Weber, Y. and Menipaz, E. "A Tale of International Merger gone Sour". **Annual Meeting of Academy of Management**, August, 2000.
- Weber, Y., "Implementation of International Mergers and Acquisitions". **M&A Summit – The Strategic Management Society**, Calgary, Canada, June 2002.
- Weber, Y., "The Effects of National and Corporate Culture Clash on International M&A", **European International Business Academy Conference**, Athens, Greece, December 2002.

Ellis, K. M., Weber, Y. and Raveh, A., "Exploring Linkages Between Choice of Integration Approach and M&A Process Management". **Annual Meeting of Academy of Management**, Seattle, Washington, 2003.

Weber, Y. and Drori I. "The Linkages between Cultural Differences, Psychological States and Performance of International Mergers and Acquisitions" **The 9th International Conference of Work Values and Behavior**, New Orleans, August, 2004.

Weber, Y. and Tarba S. "National and Corporate Culture, Integration Approaches and Performance in Mergers and Acquisitions, **The 9th International Conference of Work Values and Behavior**, New Orleans, August, 2004.

***Weber, Y. and Drori I. "Culture Clash, Psychological States and Performance in International Mergers and Acquisitions" **The Annual Meeting of the Academy of Management**, New Orleans, August, 2004.

Weber, Y. and Rachman-Moore D. "International M&As Performance, HR Practices and Acquirer Nationality: An Exploratory Study of Forgotten Factors." **The Annual Meeting of the Academy of Management**, Honolulu, Hawaii, August, 2005.

Menipaz, E., Weber, Y., and Tarba, S. "The Global Biotechnology Industry: Characteristics, Strategy and Synergy Exploitation via Mergers and Acquisitions", **The Carnegie Bosch Institute 7th Biennial International Conference on "Innovation and the Growth of the International Firm"**, Stuttgart, Germany, September 2005.

*** Paper elected, among top 10%, to be discussed in the special **Interactive paper sessions**.

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