

Seyyed Babak Alavi

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SUMMARY

Seyyed Babak Alavi is an Associate Professor in the Graduate School of Management and Economics (GSME) at Sharif University of Technology, Tehran, Iran. His research interests, teaching, and consultancy relate to organizational behavior and leadership, and human resource development. More specifically, Babak is currently involved in research on authenticity and self-determination theory in organizational contexts, feedback seeking behaviors, authentic leadership, team leadership, and efficacy beliefs and change processes. Babak has also conducted several research and consultancy projects across companies on career management, performance management, coaching and competency model development for middle and top managers. Babak has also been involved in some managerial positions including a member of corporate boards.

ACADEMIC EMPLOYMENT HISTORY

09/2005 – Present

Assistant and Associate Prof. | Sharif University of Technology, Tehran, Iran

- Program manager of the joint MBA program of GSME and Royal Roads University (2005-2006)
- Program Manager of PhD in Management, GSME (2006-2008)
- Associate Dean for Research, GSME (2007-2009)
- Head of Management Group, GSME (2012-2014)
- President, Tehran International Management Conference (2014-2017)
- Head of Organizational Development Unit, GSME (2012-present).

EDUCATION

- PhD in Education, University of New South Wales, Sydney, Australia, (2002-2005).
- MSc. In Educational Leadership, University of Tehran, Iran, (1997-1999).
- BSc. In Electrical Engineering, Sharif University of Technology, (1998-1992).

PROFESSIONAL DEVELOPMENT

- One-week workshop: Structural Equation Modeling (LISREL), Australian National University
- One-week workshop: Multi-level modeling, Australian National University
- One-month Academic visit: Western Sydney University, School of Education
- One-month Academic visit: Melbourne University, Center for Ethical Leadership

TEACHING EXPERIENCES

- **MBA programs:** Organizational Behavior, Human Resource Management (Both in Farsi and English), Advanced Human Resource Management, Advanced Organizational Behavior, Research Methods, Organizational Leadership, Motivation (Both in Farsi and English)
- **PhD programs:** Qualitative Research Methods, Seminar in Organizational Behavior, Seminar in Human Resource Development
- **Workshops and Training programs for top managers of several Iranian companies:** Topics in Organizational behavior, Coaching, Leadership, Change Leadership, HRM Functions, Performance Management

SELECTED PUBLICATIONS

- Alavi, S. B. & McCormick, J. (2018). Why do I think my team is capable: A study of some antecedents of team members' personal collective efficacy beliefs. *Educational Psychology: An International Journal of Experimental Educational Psychology*, 38 (9), 1147-1162.
- Alavi, S. B. & Gill, C. (2017). Leading Change authentically: How authentic leaders influence follower responses to complex change. *Journal of Leadership & Organizational Studies*, 24 (2), 157-171. First published on-line: August-16-2016.
- Alavi, S. B. & McCormick, J. (2016). Implications of proxy efficacy for studies of team leadership in organizational settings. *European Psychologist*, 21 (3), 218-228.
- Alavi, S. B., Moteabbed, S., & Arasti, M. R. (2012). A Qualitative investigation of career orientations of a sample of Iranian software engineers. *Scientia Iranica, Transaction D*, 19 (3), 662-573.
- Alavi, S. B. & McCormick, J. (2008). The roles of perceived task interdependence and group members' interdependence in the development of collective efficacy in university student group contexts. *British Journal of Educational Psychology*, 78, 375-393.
- Alavi, S. B. & McCormick, J. (2007). Measurement of vertical and horizontal idiocentrism and allocentrism in small groups. *Small Group Research*, 38 (2), 556-564.
- McCormick, J., Barnett, K., Alavi, S. B. & Newcomb, G. (2006). Board governance of independent schools: a framework for investigation. *Journal of Educational Administration*, 44 (5), 429-445.
- Alavi, S. B. & McCormick, J. (2004). Theoretical and measurement issues for studies of collective orientation in team contexts. *Small Group Research*, 35 (2), 111-127.
- Alavi, S. B. & McCormick, J. (2004). A cross-cultural analysis of the effectiveness of the Learning Organization model in school contexts. *The International Journal of Educational Management*, 18(7), 408-416.

SELECTED CONSULTANCY PROJECTS AND BUSINESS EXECUTIVE POSITIONS

- Competency Model Development: System Group Co., Tosan Group Co.
- Performance management system and coaching: MAPNA MDI Co., System Group Co.
- Strategic Human Resource Management: System Group Co.
- Change plans for implementation of different management systems: System Group Co., Tiv Energy Co., Keyson Co., Tosan Techno Co.
- Board member: System Group Co. (2013-2015)
- CEO: Farapooyesh Kian Co. (2000-2002)

THESIS SUPERVISION

Different areas of performance management, coaching, motivation, authentic leadership, shared leadership, board leadership, strategic human resource development, career planning

AWARDS

- Best Teaching Award at GSME: 7 times (yearly)
- Best Teaching Award at Sharif University of Technology: 2 Times (2008 and 2012)

OTHER INFORMATION

Publons: <https://publons.com/author/1222686/seyyed-babak-alavi#profile>

Linkedin: <https://www.linkedin.com/in/seyyed-babak-alavi-20215478/>

ResearchGate: https://www.researchgate.net/profile/Seyyed_Alavi