



## Ph.D. Andrés Dávila Valdiviezo

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### Leading Talent & Organization Assessment and Development Specialist.

Management Professor, Psychologist, and Co-Founder of digital companies in the field of talent evaluation & development, Associate Organizational Psychologist at Oxford HR; former Senior Advisor at Awair; holding multiple certifications in assessment, selection and leadership development tools.

Dr. Andrés Dávila has an extensive background in management, having lived and worked in the United States, China, Thailand, Vietnam, and Ecuador, as well as having conducted research and consulted in North Africa and Europe. He is a renowned expert in the fields of IHRM (International Human Resources Management) and General Management and has authored several academic articles and books dedicated to international management and skills assessment.

With an emphasis on training and development, Andrés has devised and managed various talent acceleration and evaluation programs for multinational organizations, with the purpose of granting staff members the ability to gain hands-on experience in managing, cooperating, delegating, and communicating with people from various cultures. His work also encourages employees to take on responsibilities, nurture novel ideas, and honor diversity in a world where adaptation and autonomy are essential. By guiding them to better comprehend how to manage themselves and others in the current intricate settings, Andrés aspires to make individuals realize their aptitude and the role they can take on in today's multifaceted work setting, allowing them to grow into successful trailblazers and reshape their organizations.

To respond effectively to the current challenges faced by international organizations, Andrés applies his extensive knowledge and managerial experience in the areas of leadership development, learning, building organizational culture, managing people, managing teams, measuring individual, team & organizational performance, developing skills, and identifying potential. These topics open a variety of development opportunities for individuals and organizations who wish to reinvent themselves.

#### Clients include:

- Alpine (Renault)
- AXA
- 3DS (Dassault)
- Adecco
- Airbus
- BNP Paribas
- Bridgestone
- Crédit Agricole
- Coca-Cola Europe
- Engie
- ESCP
- GRDF
- Havas
- Hertz
- IVECO
- LCL
- Leo pharma
- Nof Europe
- OCP
- Orange
- Pirelli
- Principauté de Monaco
- PUIG
- Renault
- Rolex
- Sodexo
- Suez
- Verisure
- Etc.

#### Professional history

- Co-founder @ Praditus
- Associate consultant @ Oxford HR
- Head of the leadership development department @ ESCE
- Head of wellbeing and HRM, Management, professor at @ ESCE
- Advisor @ Awair
- Board @ Revolyx
- Managing Director @ Eridan Vietnam

#### Educational background

- 2009 Ph.D. in Management Science
- 2015 Psychologist
- 2005 Master's degree in management



<https://www.linkedin.com/in/andr%C3%A9s-d%C3%A1vila-84777a2b>

## Recent professional experiences

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### **2010 – present: Head of assessment and leadership development @ ESCE international Business school**

- Design and deliver innovative programs for leadership and soft skills development.
- Conduct research in the fields of leadership, organizational behavior, and HR.

### **2022 – present: Associate Organizational Psychologist @ Oxford HR. Global leadership consultancy dedicated to searching for and supporting remarkable leaders in purpose-led organizations.**

- Conduct executive search and assure the selection process.
- Implement executive assessment.
- Lead executive development.

### **2014 – 2023: Cofounder @ Praditus [www.praditus.com](http://www.praditus.com). Helping people and organizations become aware of their strengths, develop their soft skills, and achieve success thanks to unique e-coaching programs.**

- Contribute to raising an initial investment of 2M.
- Design leadership models and psychometrics.
- Transform leadership models of multinational companies into leadership and assessments.
- Implement cultural transformation thanks to leadership development.
- Grow an international coaching network with more than 100 coaches.
- Create innovative learning and development paths for various populations.

### **2019 – 2022: Senior Advisor @ Awair. Consultancy in talent assessment, leadership development, and transformation.**

- Deliver Hogan Assessment certifications.
- Design and implement talent and leadership assessments centers.
- Designing talent development initiatives.
- Assess leaders for career succession and mobility.

### **2008 – 2010: Pedagogical Director @ ISEG Lyon. Business School.**

- Design and deliver innovative management programs.

### **2005 – 2008: Managing Director @ ERIDAN Vietnam. Suppliers of Asian food products.**

- Managing Eridan's subsidiary in Vietnam
- Managing Procurement and Consultancy for Eridan in Vietnam

## Education

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- **2019 - 2023**, Hogan Assessment certifications: Train the Trainer, feedback, 360°, advanced feedback, judgement, team report, HBR.
- **2018**, HDR (Habilitation to conduct research in management Science), Paris II, Panthéon, France.
- **2015**, Qualified psychologist and master's in psychology, Paris Descartes, France.
- **2010**, Management courses, Harvard extension school, Cambridge – MA.
- **2009**, Ph.D. in Management Sciences, Paris II, Panthéon, Paris – France.
- **2008**, Chinese language, Jiao Tong University, Shanghai – China.
- **2005**, Master's in management, New Mexico State University & Lyon III, New Mexico – US.

## Publications

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2026, Challenge Accepted: The Role of Job Crafting in Transforming Work Environment Incongruence Into Innovative Behavior. *Strategic Change*

2025, Technological readiness during different stages of the pandemic: A qualitative comparative analysis approach." *Technological Forecasting and Social Change* 222 (2026): 124397.

2025, Mastering Emotional Intelligence in Your Job Search. In *Job Hunting for the 21st Century: A Comprehensive Guide for the Modern PhD*. Royal Academy of Chemistry.

2023, Antecedents of technological readiness in times of crises: A comparison between before and during COVID-19. *Technology in Society*, 102195.

2022, "Who fits into the digital workplace? Mapping digital self-efficacy and agility onto psychological traits." *Technological Forecasting and Social Change* 175 (2022): 121352.

2022, Biting the bullet: When self-efficacy mediates the stressful effects of COVID-19 beliefs." *Plos one* 17.3 (2022): e0265330.

2021, "Employees' psychological characteristics and sustainable leadership in firms with high and low entrepreneurial orientation." *Journal of Small Business Strategy* 31.3 (2021): 59-71.

2020, Fostering Soft-Skills Development Through Lxps (Learning Experience Platforms) In. the *Handbook of Teaching with Technology in Management, Leadership, and Business*. Edward Elgar Publishing, Inc.

2020, Predictors of COVID-19 voluntary compliance behaviors: An international investigation. *Global transitions*, 2, 76-82.

2019, La prise en charge de la souffrance au travail. *Revue internationale de psychosociologie et de gestion des comportements organisationnels* Vol. XXIV, 89–105.

2018, Aporte de la gestión socio-económica en la construcción de un lenguaje común en las pequeñas empresas internacionales. *Recherches en Sciences de Gestion* 81–102.

2018, Including transcendental needs in a unified model of motivation. *Journal of Management Development* 37, 385–396

2017, Are "auto-entrepreneurs" entrepreneurs or not, and Why should we care? *Entreprendre & innover* 57–68.

2017, Typologie archétypale pour l'analyse discursive. In *En Quête De Mythanalyse*. Aracne, pp. 71–90.

2016, Trust, but Verify: The Role of ICTs in the sharing economy, in: *Information and Communication Technologies in Organizations and Society*. Springer, pp. 303–311.

2016, Le langage commun, compétence clef dans les entreprises internationales. *Revue de gestion des ressources humaines* 3–28.

2016, Work-related curiosity positively predicts worker innovation. *Journal of Management Development* 35, 1184–1194

2015, Managerial creative problem solving and the Big Five Personality traits: Distinguishing divergent and convergent Abilities. *Journal of management development* 34, 674–684.

2015, Legitimacy profiles of women directors on top French company boards. *Journal of Management Development* 34, 803–820.

2015, How subjective processing fluency predicts attitudes toward visual advertisements and purchase intention. *Journal of Consumer Marketing* 32, 432–440.

2014, La diversité culturelle dans les délocalisations: apports nuancés de deux littératures. *Management international/International Management/Gestión Internacional* 18, 178–193.

2012, Disfuncionamientos y costos ocultos de las pequeñas empresas internacionales: diagnóstico Socio-Económico de una pequeña empresa en Asia (China, Tailandia, Vietnam) y Francia. Recherches en Sciences de Gestion 67-85.

2012, Les défis de la petite entreprise internationale: langage de management et compétences interculturelles. Editions L'Harmattan.