



## Paulo MARZIONNA

Ph.D. in Industrial and Labor Relations

Assistant Professor, International Negotiation and Sales  
Management

p.marzionna@ieseg.fr

---

### EDUCATION

---

- 2019** Ph.D. in Industrial and Labor Relations, Cornell University, USA
- 2016** Master, Industrial and Labor Relations, Cornell University, USA
- 2009** MBA, Getulio Vargas Foundation - FGV, Brazil
- 2006** Bachelor, Law, University of São Paulo, Brazil

### RESEARCH INTERESTS

---

Alternative Dispute Resolution, Conflict Management in the Workplace, Industrial Relations, Workplace Bullying

### PROFESSIONAL EXPERIENCE

---

#### ACADEMIC:

- 2022 - Present** Assistant Professor, IÉSEG School of Management, France
- 2019 - 2021** Professor, Getulio Vargas Foundation - FGV, São Paulo, Brazil
- 2012 - 2018** Graduate Teaching and Research Assistant, Cornell University, Ithaca, NY, USA

#### PROFESSIONAL:

- 2007 - 2012** Employment Lawyer / HR Business Partner, Banco BV, São Paulo, Brazil

### COURSES TAUGHT

---

- Introduction to human resource management, Grande ecole (master cycle)
- Fundamentals of organization, Grande ecole (bachelor cycle)
- Business game, Grande ecole (bachelor cycle)
- Business game, Bachelor in international business

- Compliance challenge at Johnson & Johnson: immersion week
- Business ethics (onemba)
- Brazilian business laws: a comparative approach
- Compliance challenge at B3 (Brazilian stock exchange): immersion week
- Ethics and society
- Labor and employment law
- Conflict management in organizations
- Ethics & compliance
- Philosophy & ethics

## **INTELLECTUAL CONTRIBUTIONS**

---

### **Papers in refereed journals**

---

#### **Published**

Marzionna P., (2023), Is This Workplace Bullying? How Ideas About Conflict Shape Conflict Management Strategies, *British Journal of Industrial Relations*, 61(2), pp. 366 - 391

Marzionna P., (2019), Complaining to the Ombudsman: Alternative Dispute Resolution in Brazilian Organizations, *Advances in Industrial and Labor Relations*, 25(1), pp. 7-37

### **Papers in non-refereed journals**

---

#### **Published**

Marzionna P., (2020), A Ouvidoria Interna no Brasil: onde estamos, o que desejamos, *Revista Científica da Associação Brasileira de Ouvidores/Ombudsman (ABO)*, 3(1), pp. 35-44

Marzionna P., Betiol L., (2020), Ponto cego: Como lidar com comportamentos inadequados de colaboradores nas redes sociais., *GV EXECUTIVO*, 19(6), pp. 46-49

Marzionna P., (2019), Ouvidorias e conflitos no ambiente de trabalho: caminhos para a pesquisa e prática., *Revista Científica da Associação Brasileira de Ouvidores/Ombudsman (ABO)*, 2(1), pp. 85-95

### **Communications in refereed conferences**

---

#### **International**

Marzionna P., Orquiza de Carvalho V., (2024), *Simulating Deception: AI Integrity and Deceptive Tactics in Negotiation Education* LERA 76th Annual Meeting, New York, USA

Marzionna P., (2021), *Compliance4Health – Developing Compliance Education for Brazilian Medical Schools*. Corruption and Anticorruption in Brazil and China Conference, Virtual Conference, United Kingdom

Marzionna P., (2020), *Is this Workplace Bullying? How Ideas about Conflict Shape Conflict Management Strategies* Academy of Management Annual Meeting, Virtual, USA

Marzionna P., (2018), *Alternative Dispute Resolution in the Brazilian Banking Sector: managing workplace bullying* LERA 70th Annual Meeting, Baltimore, MD, USA

Marzionna P., (2017), *Ombudsman Offices and Alternative Dispute Resolution in the Brazilian Workplace* Academy of Management Annual Meeting, Atlanta, USA

Marzionna P., (2015), *Alternative Dispute Resolution in Brazil: Individual Workplace Conflicts in Brazilian Companies* LERA 67th Annual Meeting, Pittsburgh, PA, USA

Marzionna P., (2013), *Union Avoidance and Culture Strategies: How American Employers Behave in Brazil* LERA 65th Annual Meeting, St. Louis, MO, USA

### **National**

Marzionna P., (2016), *Complaining to the Ombudsman: Alternative Dispute Resolution in the Brazilian Workplace* XL ANPAD Conference, Costa do Sauipe, Brazil

### **Other conference and seminar presentations**

---

### **International**

Marzionna P., (2018), *Workplace Conflicts in Brazilian Banking Sector: different meanings of workplace bullying*. European Doctoral Workshop in Industrial Relations, Ithaca, NY, USA

Marzionna P., (2016), *Complaining to the Ombudsman – Alternative Dispute Resolution in the Brazilian Workplace*. European Doctoral Workshop in Industrial Relations, Copenhagen, Denmark

### **Chapters in books**

---

#### **Published**

Marzionna P., Castro Carvalho A., (2020), *A Segregação de Riscos e a Desconsideração da Personalidade Jurídica nos Artigos 49-A e 50 do Código Civil*, in: Georges Louis Hage Humbert(Eds.), *Lei de Liberdade Econômica e seus Impactos no Direito Administrativo*, 978-85-450-0756-2, Editora Forum, Belo Horizonte, chapter 1, pp. 11 - 24

### **Research reports**

---

Marzionna P., Stocco Betiol L., (2022), *Mapping ESG disclosure regulation for public companies in developed markets*, IBGC - Instituto Brasileiro de Governança Corporativa, 1:72 pages

### **GRANTS AND HONORS**

---

#### **Award**

2020 Nominated for the William H. Newman Award, Academy of Management, USA

2019 Best Teacher, Getulio Vargas Foundation - FGV, Brazil

2019 Best Group of Teachers – Runner-Up, Getulio Vargas Foundation - FGV, Brazil

2019 Thomas A. Kochan & Stephen R. Sleigh Best Dissertation Award (Honorable Mention), LERA - Labor and Employment Relations Association, USA

### **PROFESSIONAL MEMBERSHIPS**

---

Academy of Management, USA

LERA - Labor and Employment Relations Association, USA

OAB - Ordem dos Advogados do Brasil, Brazil

**Guest editor of an a academic journal**

RAE - Revista de Administração de Empresas, Brazil

**Reviewer in an academic journal**

Revista de Administração Contemporanea, Brazil

Revista de Ciências do Estado - UFMG, Brazil

Revista LTr – Legislação do Trabalho, Brazil