

Sebastien Brion

Curriculum Vitae

IESE Business School
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POSITION

Assistant Professor of Managing People in Organizations, IESE Business School, University of Navarra, Barcelona, Spain. 2010-Present

EDUCATION

Ph.D., Organizational Behavior, Haas School of Business, U.C. Berkeley, 2010

M.S., Organizational Behavior, Haas School of Business, U.C. Berkeley, 2008

B.A., Psychology, Tufts University, 2001; Magna Cum Laude; High Thesis Honors

RESEARCH INTERESTS

Accuracy and Bias in Interpersonal Perception
Power and Influence
Groups and Teams
Alliance and Coalition Formation

PUBLICATIONS

Overbeck, J. R., Tiedens, L. Z., & Brion, S. (2006). The powerful want to, the powerless have to: Perceived constraint moderates causal attributions. *European Journal of Social Psychology*, 36, 479-496.

Audia, P., & Brion, S. (2007). Reluctant to change: Self-enhancing responses to diverging performance measures. *Organizational Behavior and Human Decision Processes*, 102, 255-269.

Maddox, K. B., Rapp, D. N., & Brion, S., Taylor, H. A. (2008). Social influences on spatial memory. *Memory & Cognition*, 36, 479-494.

MANUSCRIPTS UNDER REVIEW

Brion, S. & Anderson, C. The Loss of Power: How Illusions of Alliance Contribute to Powerholders' Downfall. (Under review at *OBHDP*)

Anderson, C., Brion, S., Moore, D.A., Kennedy, J. A status-enhancement account of overconfidence. (Under review at *JPSP*)

MANUSCRIPTS IN PREPARATION

Brion, S., Staw, B., & Moore, D., A social process of overconfidence: Varying motives for overconfidence.

Brion, S., Kray, L. J., & Overbeck, J. R., Sex and power: (Un)flattering perceptions of power in negotiations.

Flynn, F., Anderson, C., & Brion, S. Too tough too soon: Familiarity and the backlash effect.

Audia, P., Brion, S., & Greve, H. Organizational social comparison: Self-enhancing biases in the selection of relevant comparisons.

Audia, P., & Brion, S. Biased by success: Cognitive rigidity in equity analyst forecasts.

PRESENTATIONS

Brion, S. Anderson, C. How Power is Lost: Illusions of Alliance Among the powerful. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada. (Part of a co-chaired symposium titled, Hierarchy and Relationships: Perception and behavior in hierarchical relationships)

Anderson, C., Brion, S. (2009). Big Wigs, Big Egos: Understanding the Link between Social Status and Overconfidence. Paper presented at the annual meeting of the Academy of Management, Chicago, Il.

Brion, S. (2008). Website development for small groups research: Integration of PHP and MySQL for online data collection. Informal presentation to Stanford, Berkeley, and USC Ph.D. students at the annual meeting of the Academy of Management, Anaheim, Ca.

Brion, S., Kray, L. J. (2007). Interplay between power and gender in negotiations. Paper presented at the annual meeting of the American Psychological Association, San Francisco, Ca.

Brion, S., (2007). Ignorance is bliss: Circumscription of choice under ambiguity. Paper presented at the Stanford-Berkeley Organizational Behavior Conference, Stanford, CA.

Brion, S. filling in for Overbeck, J. (2006). Dyadic data analysis. Paper presented at the annual meeting of the Academy of Management, Atlanta, Ga.

Brion, S. & Audia, P. (2006). Reluctant to change: Self-enhancing responses to diverging performance measures. Paper presented at the annual meeting of the Academy of Management, Atlanta, Ga.

Brion, S. (2006). The myopia of legitimacy: Institutional forces in organizational learning. Paper presented at the annual meeting of the Academy of Management, Atlanta, Ga.

GRANTS

Institute for Research on Labor and Employment, U.C. Berkeley
 Research Support Award (w/ L. Kray) \$11,500 (2008-2009)
 Research Support Award (w/ C. Anderson) \$11,500 (2007-2008)

Experimental Social Science Laboratory, Haas School of Business
 Dissertation Grant \$2,000 (2009)
 Competitive Research Grant (w/ P. Audia) \$4,800 (2006)
 Competitive Graduate Student Research Grant \$2,000 (2005)

TEACHING EXPERIENCE

MBA 252: Negotiation and Conflict Resolution. Graduate Student Instructor for Professor Laura Kray. 2007, 2008

MBA 295: Power and Politics: Graduate Student Instructor for Professor Cameron Anderson, 2009

PROFESSIONAL AFFILIATIONS

Academy of Management
 American Psychological Association
 Society for Personality and Social Psychology

PROFESSIONAL EXPERIENCE

Stanford Graduate School of Business, <i>Research Assistant/Lab Administrator</i>	2003-2005
Hayhurst & Associates, <i>HR Consulting Associate</i>	2001-2003

Languages and Citizenship

English – Native and Fluent
 French – Native and Fluent
 Spanish – Proficient

Born: Brussels, Belgium
 Citizenship: EU, USA

REFERENCES

Barry M. Staw

Lorraine Tyson Mitchell Chair in Leadership and Communication
 Organizational Behavior and Industrial Relations
 Haas School of Business, University of California, Berkeley
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Cameron Anderson

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Jennifer Overbeck

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 Business Administration
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