

German Céspedes Herrera

Professor at the Organizational Behavior Department



IPADE
BUSINESS SCHOOL
UNIVERSIDAD PANAMERICANA

Academic Degrees

- PhD Candidate, Cranfield School of Management, London, UK, 2014-2019.
- Full-time MBA, IPADE Business School, Mexico, 1999.
- International Exchange Program (IEP), London Business School (LBS), London, U.K., 1998.
- Bachelor in Philosophy. *Summa cum laude*. Universidad Panamericana, Mexico, 1996.

Other studies:

- International Faculty Program, IESE Business School, Spain, 2011.
- Program for Leadership Development (PLD), Harvard Business School, USA, 2010.
- Certified in Production and Inventory Management (CPIM), Association for Operations Management (APICS), 2009.

Managerial Background

- Professor of Organizational Behavior, IPADE Business School, Mexico, 2012.
- Assistant director of International Programs for Central America, IPADE.
- Executive Director, ESDE School of Management, Costa Rica, 2010-2013.
- Member of the Board, Plantas y Flores Ornamentales, Costa Rica, 2004-up to date.
- Chief Operating Officer, Plantas y Flores Ornamentales, 2007-2010.
- Chief Financial Officer, Plantas y Flores Ornamentales, 2004-2007.
- Senior Consultant, KPMG Financial Advisory Services (FAS), Costa Rica, 2003-2004.
- Executive Director, Asociación para el Desarrollo Educativo, Costa Rica, 2000-2003.

Areas of Interest

- Trust and teams, team process, top management teams
- Motivation, self-determination theory, compensation, and motivation
- Management as a virtue, prudence, the character of the leader