

VALENTINA SARA SCHNEIDER

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EDUCATION

London Business School, UK

PhD Candidate in Organisational Behaviour **2025** (expected)
Advisor: Randall Peterson
Dissertation: Head Over Heart? The Role of Cognitive and Affective Empathy in Leadership and Team Dynamics

Master in Business Research **2021**

Darla Moore School of Business, University of South Carolina, USA

Master in International Business **2018**

University of Mannheim, Germany

Master of Science in Management **2019**

Bachelor of Science in Business Administration **2016**

RESEARCH INTEREST

Emotions and Emotion Management; Leadership

Inspired by the challenge of balancing performance with genuine concern for followers, a key aspect of my work lies in understanding the role of emotion management skills that enable leaders to promote both organizational success and individual well-being. By examining rising emotional challenges such as how to effectively show empathy, vulnerability, or anger, I aim to guide leaders in managing their own and their followers' emotions effectively.

WORKING PAPERS

- [1] Schneider, V. & Peterson, R. Head over Heart: Cognitive versus Affective Empathy in Individuals' Conflict Management and Leadership Performance. *(Submitted to AMJ)*
- [2] Schneider, V. & Peterson, R. Understanding their Troubles versus Feeling their Pain: Cognitive Empathy Reduces Intragroup Conflict and Improves Team Performance. *(Preparing to Re-Submit)*
- [3] Schneider, V. Doubling down on Empathy: How Variations in Empathetic Leadership Displays improve Perceptions of Leaders. *(Late-stage Data Collection)*
- [4] Schneider, V., Cable, D. M. & Coutifaris, C. Vulnerability on Demand? Leader Vulnerability and Employee Perceptions of Leader Effectiveness. *(Late stage Data Collection & Analysis)*
- [5] Schneider, V. & Peterson, R. Don't Do It Again: Repeated Anger Displays in Leader-Follower Interactions. *(Writing)*
- [6] Schneider, V. & Inesi, E. It's All in the How: Perceptions of the Powerful and Powerless in Direct versus Indirect Anger Displays. *(Mid-stage Data Collection & Analysis)*

[7] Schneider, V., Ku, G. & Heller, D. How Perspective-Taking Defines the Type of Help-Giving. (*Early-Stage Data Collection*)

[8] Schneider, V., Fu, N., & Peterson, R. The Divergence between Self- versus Other-Perceptions of Empathy and its Impact on Leadership and Cooperation. (*Early-Stage Data Collection*)

CONFERENCES

Accepted: Bae, S. & Schneider, V. **Organizer & Presenter of Symposium** titled “Emotional Intelligence as the Heart of the Workplace: Navigating Social Cues and People Perceptions”. **AOM Conference**, Chicago, IL. August 2024.

Accepted: Schneider, V., Cable, D. & Coutifaris, C. Vulnerability on Demand? Leader Vulnerability and Employee Perceptions of Leader Effectiveness. As Part of **Presenter Symposium** titled “The Expression of Leadership: Forging Power, Communication, and Collective Potential”. **AOM Conference**, Chicago, IL. August 2024.

Schneider, V., Cable, D. & Coutifaris, C. Vulnerability on Demand? Leader Vulnerability and Employee Perceptions of Leader Effectiveness. **Paper Presentation; East Coast Doctoral Conference**, Columbia Business School, NY. April 2024

Schneider, V. & Peterson, R. Cognitive Empathy’s Effect on Individuals’ Conflict Resolution Behavior and Success. **Paper Presentation; AOM Conference**, Boston, MA. August 2023.

Schneider, V. & Peterson, R. The Effects of Cognitive over Affective Empathy on Team Conflict and Performance. **Paper Presentation; AOM Conference**, Boston, MA. August 2023.

Schneider, V. & Peterson, R. Cognitive Empathy’s Effect on Individuals’ Conflict Resolution Behavior and Success. **Paper Presentation; IACM Conference**, Thessaloniki, Greece. July 2023.

Schneider, V. & Peterson, R. The Effects of Cognitive over Affective Empathy on Team Conflict and Performance. **Data Blitz; IACM Conference**, Thessaloniki, Greece. July 2023.

Schneider, V. & Peterson, R. Understanding their Troubles versus Feeling their Pain: Cognitive Empathy Reduces Intragroup Conflict and Improves Team Performance. **Paper Presentation; East Coast Doctoral Conference**. May 2022.

Conference Organization, Leadership – 1st virtual Trans-Atlantic Doctoral Conference, London Business School. July 2021.

AWARDS & HONORS

Reviewer Award, Academy of Management Conference	2024
Moore School Excellence Award, University of South Carolina, SC	2018
Dean’s Excellence Award, University of South Carolina, SC	2018
Business Scholarship, University of South Carolina, SC	2018
Red & Black Scholar Athlete Award, University of Louisville, KY	2013
Full Athletic Scholarship, University of Louisville, KY	2012
Scheffel Award of the Literary Society, Kurpfalz Gymnasium Mannheim, Germany	2012
German Mathematics Association Award, Kurpfalz Gymnasium Mannheim, Germany	2012

TEACHING, PROFESSIONAL & OTHER EXPERIENCE

Diversity Science for Leaders – Teaching Assistant <i>London Business School; for Prof. A. Rattan</i>	2024
Reviewer, AOM & IACM Conferences	2023-2024
Invited Speaker: “Transformational Leadership in Times of Change” <i>PAPCon, Paper and Packaging Conference for Practitioners; Vienna, Austria</i>	2023

Employee Engagement and Positive Psychology – Teaching Assistant <i>London Business School, for Prof. D. Cable</i>	2020-2023
Negotiations & Bargaining – Teaching Assistant <i>London Business School; for Prof. G. Ku, Prof. Y. Choi</i>	2022-2023
The Science of People in Organizations – Teaching Assistant <i>London Business School, for Prof. E. Inesi, Prof. D. Effron, Prof. P. Mannucci</i>	2020-2023
Paths to Power – Teaching Assistant <i>London Business School; for Prof. J. Areilza</i>	2022
Licensed Youth & Adult Tennis Instructor <i>BASF Tennis Club, Ludwigshafen, Germany</i>	2016-2021
Senior Executive Leadership Development – Working Student <i>BASF SE, Ludwigshafen, Germany</i>	2019
Department of International Business – Research & Teaching Assistant <i>Darla Moore School of Business, for Ass. Dean. A. Leri & Prof. D. Hudgens</i>	2017
Chair for Public & Nonprofit Management – Research & Teaching Assistant <i>University of Mannheim, for Prof. Dr. B. Helmig</i>	2013-2019