

Date: 4.1.21

## **CURRICULUM VITAE**

### **1. Personal Details**

Name in Hebrew: ענת שטייגמן  
Name in English: Anat Shteigman  
E-Mail: anatshteigman@gmail.com

### **2. Higher Education**

#### **A. Undergraduate and Graduate Studies**

<u>Period of Study</u>	<u>Name of Institution and Department</u>	<u>Degree</u>	<u>Year of Approval of Degree</u>
2006-2009	Bar Ilan University School of Business Administration	Ph.D	2009
2002-2006	Bar Ilan University School of Business Administration- Degree in Business Administration Specialization in Organizational Psychology	MBA	2006
2001-1997	The College of Management- BA in Business Administration- Degree in Business Administration Specialization in Information Systems	B.A.	2001

**3. Academic Ranks and Tenure in Institutes of Higher Education**

<u>Dates</u>	<u>Name of Institution and Department</u>	<u>Position/ Rank</u>	<u>% Position</u>
Today - 2019	Western Galilee Collage	lecturer	50%
Today - 2018	Ramat-Gan Collage	lecturer	100%
2014 - 2006	MLA - The center of Academic Studies	Faculty lecturer	100%

**4. Participation in Scholarly Conferences**

a. Active Participation

**International Conferences**

Carmeli, A., and Shteigman A. (2008). Top Management Team Behavioral Integration in Small-Sized Firms: The Role of External Prestige and Collective Team Identification. A paper presented at the *Academy of Management Meeting*, Anaheim, California.

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
2008	Academy of Management Meeting	Anaheim, California	Top Management Team Behavioral Integration in Small-Sized Firms: The Role of External Prestige and Collective Team Identification	lecturer

**5. Research Grants**

**a. Grants Awarded**

<u>Role in Research</u>	<u>Co-Researchers</u>	<u>Topic</u>	<u>Funded by/Amount</u>	<u>Year</u>
PI	Russo, M., Shteigman, A., & Carmeli, A.	Workplace and Family Support and Work-Life Balance: Implications for Individual Psychological Availability and Energy at Work	Journal of Positive Psychology	2016
PI	Carmeli A.	Top Management Team Behavioral Integration in Small-Sized Firms: A Social Identity	Group Dynamics: Theory, Research, and Practice	2009

**6. Scholarships, Awards and Prizes**

2006-2009 - Bar Ilan University- Ph.D- School of Business Administration- The President's Scholarship program for Outstanding Doctoral Fellows
2006 - Bar Ilan University- M.B.A- School of Business Administration- Rector's Prize for Outstanding achievements
2006 - Bar Ilan University- M.B.A- School of Business Administration Prize for Outstanding achievements
2001 - The College of Management- BA in Business Administration- Prize for Outstanding achievements

**7. Teaching**

**a. Courses Taught in Recent Years**

<u>Year</u>	<u>Name of Course</u>	<u>Type of Course</u> <u>Lecture/Seminar/</u> <u>Workshop/High Learn</u> <u>Course/ Introduction</u> <u>Course (Mandatory)</u>	<u>Degree</u>	<u>Number</u> <u>of</u> <u>Students</u>
2019	Happiness - and the workplace	Lecture	B.A.	90
2019-2020	Work-family balance	Lecture	B.A.	90
2010-2014	Organizational behavior	Lecture	B.A.	40-100
2019-2020	Management theories	Lecture	B.A.	90
2020	Development and training of employees and managers	Lecture	B.A.	100
2006-2020	Seminar Guidelines	Seminar	B.A. M.B.A.	30
2010-2016	Academic writing	Workshop	B.A.	40
2019-2020	analysis or management events	Workshop	B.A.	40
2010-2016	Management and leadership	Lecture	B.A.	60
2010-2016	Decision Making	Lecture	B.A.	60
2006-2010	statistics	Lecture	B.A.	40
2010-2012	Research Methods	Lecture	B.A.	40

## 8. Professional Experience

2014-Today	<p>Bank Hapoalim - Chief Executive - Credit Risk Management Division - Modeling Unit</p> <p>Director of credit risk management, leading technological projects and work process support at Bank Hapoalim. As part of the work, I accompany implementation processes and changes in the business division with different users. Outstanding employee certificate for 2015</p>
2010-2014	<p>Bank Hapoalim - Management - E-Banking Division - Business Development and Product Management</p> <p>Director of strategy and business development in direct channels in Bank Hapoalim, development and strategy management. The job requires examining new ventures - building business cases and business plans, working with external consulting companies, concept development and development including analytical work, building presentations and transferring them to senior management in the bank. Leading product management in direct banking, including formulating product management methodology, product management guidance and guidance, and portfolio portfolio management. Outstanding employee for 2011. As part of my work at the Bank in the field of strategy and business development, I accompanied large organizational change processes at the Bank.</p> <p>In my work as a lecturer, I constantly apply and demonstrate my experience in my work.</p>
2004-2010	<p>Bank Hapoalim - Management - E-Banking Division</p> <p>Leading strategic processes in the channel for self-service banking and information machines and operations, which included ongoing work with strategic consulting and consolidation and strategy implementation.</p>
2001-2004	<p>Bank Hapoalim - head office - Organization and methods of systems analysis and streamlining work processes</p> <p>Characterization, management and control of project development in mainframe, client server, web environments.</p> <p>Areas of Practice: Streamlining processes, customer-facing processes - CRM access, user support, databases, warehouse management, management and construction of new processes and more.</p> <p>Project management from start to finish includes examining needs, building work processes, characterization of requirements, acceptance minutes and approval.</p> <p>Implement work processes and systems among users.</p>

1999-2000	<p>Bank Hapoalim - Head Office - Management Engineering Department - Organizational and strategic planning.</p> <p>Performing work in the field of industrial engineering and management - data analysis, setting standards, designing workspace, etc.</p> <p>Performing projects such as multi-observational research, direct time research, defining area needs, and service level exams at branches.</p> <p>Advice and assistance to engineers in the department</p> <p>The work included fieldwork - survey observations, etc., and their analysis and concentration in summary reports and feedback, analysis of results and conclusions.</p>
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## **Publications**

Anat Shteigman Ph.D

### **A. Ph.D. Dissertation**

Work - Family Balance: The Importance of Perceived Organizational Support, Perceived Supervisor Support, and Perceived Family Support, and their Implications on Individual Psychological Availability and Energy at Work, 2010, 153 pages, Hebrew, Bar-Ilan University, Prof. Carmeli A.

### **B. Articles in Refereed Journals**

#### **Published**

1. Russo, M., Shteigman, A., & Carmeli, A. (2016). Workplace and family support and work–life balance: Implications for individual psychological availability and energy at work. *The Journal of Positive Psychology, 11*(2), 173-188.  
(SJR H index: 66, Q1, JCR I.F: 3.828, 5 year I.F: 4.641 GS Number of Citations=93).
2. Carmeli, A., & Shteigman, A. (2010). Top management team behavioral integration in small-sized firms: A social identity perspective. *Group Dynamics: Theory, Research, and Practice, 14*(4), 318-331.  
(SJR H index: 63, Q2, JCR I.F: 0.788, 5 year I.F: 1.521 GS Number of Citations=25).

### **C. Articles in Conference Proceedings**

#### **Published**

1. Carmeli, A., and Shteigman A. (2008) Top Management Team Behavioral Integration in Small-Sized Firms: The Role of External Prestige and Collective Team Identification. A paper presented at the *Academy of Management Meeting*, Anaheim, California.  
(SJR H index: 8).

**D. Summary of my Activities and Future Plans**

My research focuses on the field of positive psychology with an emphasis on applied aspects and connection to the current business world. Research that combines areas of organizational psychology, business strategy and business profitability. The study emphasizes the positive aspects of the workplace - happiness, family work balance, satisfaction, self-fulfillment and how they affect the quality of work and profitability of the organization