

## William Fawson

Post-Doctoral Research Fellow in Organisational Behaviour (starting August 2025)

London Business School

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Connect with me on [LinkedIn](#)

Visit my [Website](#) to learn more about my research, teaching, and other activities

### Research Interests

My research focuses on understanding the dynamics of cooperation, hierarchy, and fairness in groups, with particular attention to two topics: status and punishment. I video-record group interactions and collect data from experiments and longitudinal surveys, using advanced quantitative methods (including the Social Relations Model, machine-learning algorithms, and psycholinguistic text analysis) to draw insights. I have presented my research at prestigious academic conferences in North America, Europe, and Asia, and I was awarded Early Career Scholar by the *International Association for Conflict Management*. My work is currently under revise and resubmit at *Organizational Behavior and Human Decision Processes*.

### Academic Positions

<b>London Business School</b> – London, United Kingdom	2025-27
Post-Doctoral Research Fellow	(exp.)

### Education

<b>IESE Business School</b> – Barcelona, Spain	2021-25
PhD in Management	(exp.)

- Dissertation: More than a Consensus: On the Nature and Effects of Status
- Advisors: Anneloes Raes, Sebastien Brion
- Committee: Maya Rossignac-Milon, Nicholas Hays, Robert Lount

<b>IESE Business School</b> – Barcelona, Spain	2019-21
Master of Research in Management	

<b>IESE Business School</b> – Barcelona, Spain	2014-16
Master of Business Administration	

<b>Institute of Chartered Accountant of Scotland</b> – Edinburgh, United Kingdom	2008-11
Chartered Accountant (CA) – Membership Number: M27541	

<b>University of Bath</b> – Bath, United Kingdom	2004-07
Bachelor of Science in Economics and Politics	

### **Manuscripts under Revise & Resubmit**

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**Fawson, W., & Inesi, M. E.** Patrolling the Powerful: Power Predicts the Reputational Consequences of Third-Party Punishment

- Currently under 1<sup>st</sup> stage Revise & Resubmit at *Organizational Behavior and Human Decision Processes*

### **Manuscripts in Preparation for Submission to Journals**

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**Fawson, W., Brion, S., & Raes, A.** Social Relations Model Analysis of Status Perceptions

**Fawson, W., Brion, S., & Raes, A.** Extraversion (Similarity), Narcissism and Status Perceptions

**Fawson, W., Brion, S., & Raes, A.** Dyadic Status Effects Decrease Psychological Safety

Hafenbradl, S., & **Fawson, W.** (contribution to the #ManyDesignsCarbon crowd-science initiative [www.manydesignscarbon.online](http://www.manydesignscarbon.online)) What is the Impact of Behavioral Interventions on Real-World Support for a Price of Carbon?

### **Working Papers**

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**Fawson, W., & Bechara, J. P.** The Effect of Status Deservedness on Dyadic Status Conflict

**Fawson, W., & Brion, S.** Authentic Deference Enables Individuals to Retain Status

**Fawson, W., & Hays, N. A.** The Curvilinear Effect of Status Dissensus on Effort and Performance

**Fawson, W.\***, Enestrom, C.\*, & Brion, S. The Inhibiting Role of Self-Monitoring on Influence in Multinational Teams (\* first authorship shared)

Inesi, M. E., Berman, J., & **Fawson, W.** Bragging about Third-Party Punishment Enhances Reputation for Moral Character

## Invited Research Talks

**London Business School** – London, United Kingdom 2025  
**Fawson, W., & Inesi, M. E. (2024).** Patrolling the Powerful: Power Predicts the Reputational Consequences of Third-Party Punishment

**NEOMA Business School** – Rouen, France 2023  
**Fawson, W., Brion, S., & Raes, A. (2023).** Beyond Consensus: A Theory of Dyadic Status Perception

## Chaired Symposia

**Fawson, W. (2023).** Innovations in Research in Hierarchy. Chaired symposium at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, United States

- Contributors: William Fawson\*, Nicholas Hays\*, Zhiya Guo, Russell Eric Johnson, Rebecca Mitchell\*, Catarina Fernandes, Jo K. Oh, Sebastien Brion, Anneloes Raes, Julian Pfrombeck\*, Adam Galinsky, Lindred L. Greer\*, Nicole Abi-Esber, and Annebel H.B. De Hoogh (\*presenters)

## Conference Papers and Talks

**Fawson, W., & Brion, S. (exp. 2025).** Beyond the Individual: Dyadic Drivers of Status. Paper presented at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen, Denmark

**Fawson, W., & Hays, N. (exp. 2025).** The Curvilinear Effect of Receiving Status Dissensus on Effort and Performance. In Zhu, G. (Organizer), A Social Hierarchy Perspective on Navigating Interpersonal Relationships. Paper presented at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen, Denmark

**Fawson, W., & Bechara, J. P.\* (exp. 2025).** The Effect of Status Deservedness on Dyadic Status Conflict in Groups. Paper presented at the 20<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Rotterdam, Netherlands (\*presenter)

**Fawson, W., & Inesi, M. E. (2024).** Patrolling the Powerful: Power Predicts the Reputational Consequences of Third-Party Punishment. Data Blitz presented at the 37<sup>th</sup> Annual Conference of the International Association for Conflict Management, Singapore

**Fawson, W., Brion, S., & Raes, A. (2023).** Beyond Consensus: A Dyadic Perspective on Extraversion Congruence and Status Perception in Groups. In Fawson, W. (Organizer), Innovations in Research on Hierarchy. Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, United States

**Fawson, W., Brion, S., & Raes, A. (2023).** Beyond Consensus: A Theory of Dyadic Status Perception. Paper presented at the 18<sup>th</sup> Annual Interdisciplinary Network for Group Research Conference, Seattle, United States

**Fawson, W., Brion, S., & Raes, A. (2023).** Beyond Consensus: A Theory of Dyadic Status Perception. Paper presented at the 36<sup>th</sup> Annual Conference of the International Association for Conflict Management, Thessaloniki, Greece

**Fawson, W., Brion, S., & Raes, A.\* (2023).** Beyond Consensus: A Dyadic Perspective on Status Perception in Groups. Paper presented at the 21<sup>st</sup> European Association of Work and Organizational Psychology Congress, Katowice, Poland (\*presenter)

## Awards

Winner: Early Career Scholar, <i>International Association for Conflict Management</i>	2023
Nominated: Best Submission, <i>21<sup>st</sup> European Association of Work and Organizational Psychology Congress</i>	2023

## Grants and Fellowships

IESE Doctoral Grant	2021
IESE Foundation Fellowship	2019
IESE MBA Admissions Scholarship	2014

## Teaching

<b>Lecturer, London Business School</b> – London, United Kingdom	2025
<ul style="list-style-type: none"> <li>Personal and Leadership Development (Master in Finance core)</li> <li>Personal and Leadership Development (Master in Financial Analysis core)</li> </ul>	(exp.)
<b>Guest Lecturer, IESE Business School</b> – Barcelona, Spain	
<ul style="list-style-type: none"> <li>Power &amp; Influence (MBA elective)</li> </ul>	2024
<b>Session Facilitator*, IESE Business School</b> – Barcelona, Spain	
<ul style="list-style-type: none"> <li>Power &amp; Influence (MBA elective)</li> <li>Power &amp; Influence (EMBA elective)</li> </ul>	2021-25 2021-25

\* I developed a simulation using Zoom and facilitated sessions with students.

## Service

<b>Service to IESE Business School</b>	
<ul style="list-style-type: none"> <li>Organised and chaired 48 one-hour Brown Bag seminars for speakers from IESE Business School, Bayes Business School, Esade and IE Business School</li> </ul>	2021-23
<b>Service to the Academy of Management</b>	2024-25
<ul style="list-style-type: none"> <li>Reviewer for annual conferences</li> </ul>	
<b>Service to the International Association for Conflict Management</b>	2023-24
<ul style="list-style-type: none"> <li>Reviewer for annual conferences</li> <li>Speaker in 2024 Doctoral Student Workshop for the session “Managing the Interview Process”</li> </ul>	
<b>Service to the Interdisciplinary Network for Group Research</b>	2023-25
<ul style="list-style-type: none"> <li>Reviewer for annual conferences</li> </ul>	

## Work Experience

<b>IESE Business School</b> ( <a href="http://www.iese.edu">www.iese.edu</a> ) – Barcelona, Spain Associate Director, Career Development Center	2017-19
<ul style="list-style-type: none"> <li>Devoted 300 hours to coaching MBA students trying to break into strategy consulting</li> <li>Built case interview training content, delivering sessions to 150-student consulting club and conducting more than 100 practice interviews</li> <li>Developed relationships with recruiters and brought six new firms to campus.</li> <li>Increased placements in top-three strategy consultancies from 28 (year before joining) to 46 (year leaving)</li> </ul>	
<b>Monitor Deloitte</b> ( <a href="http://www.deloitte.com">www.deloitte.com</a> ) – Amsterdam, Netherlands Strategy Consulting Manager (initially: MBA Intern)	2015-17
<ul style="list-style-type: none"> <li>Created a growth strategy for a Polish energy provider</li> <li>Ran commercial activities in two départements for three months at a French energy provider</li> <li>Led hiring of MBAs, including CV selection and case interviewing</li> </ul>	
<b>IHG Hotels &amp; Resorts</b> ( <a href="http://www.ihgplc.com">www.ihgplc.com</a> ) – London, United Kingdom Corporate Finance Manager	2012-14
<ul style="list-style-type: none"> <li>Analysed the company's financial performance and prepared the CFO to discuss results and outlook in Executive Committee meetings</li> <li>Coordinated the company's annual budget process and prepared the CFO to present recommendations to the Board of Directors</li> <li>Worked closely with Investor Relations to manage coverage from external analysts in the City</li> <li>Calculated annual bonuses for corporate employees across the company</li> </ul>	
<b>EY</b> ( <a href="http://www.ey.com">www.ey.com</a> ) – London, United Kingdom Audit Senior Associate (initially: Audit Associate)	2008-12
<ul style="list-style-type: none"> <li>Joined audits for clients in the technology, media, and telco sectors</li> <li>Managed audits (later) for a major UK-based telco</li> <li>Supervised IPO on the New York Stock Exchange for a large software provider</li> <li>Studied and passed exams to become a Chartered Accountant (the equivalent of CPA in the United States)</li> </ul>	

## **Languages**

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English: Native Language

Italian: Good

Spanish: Good

French: Basic

## **Interests**

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### **Sports**

I do my best to keep active, and particularly enjoy going to the gym, hiking, and playing football (and watching... I am a die-hard Arsenal fan). Once in a while I do big challenges – these have included five marathons in Barcelona, and cycling the 4,000km perimeter of the Iberian Peninsula.

### **Puzzles**

I am unusually enthusiastic about puzzles, including jigsaw puzzles, word/number games (e.g., Sudoku), and brainteasers. I challenge you to a (friendly) game of chess:

<https://link.chess.com/play/Y52zEB>

### **Programming**

I started programming in secondary school (I once made a booking system using C++ for my school's theatre group, though this may never have actually been used...) and maintain an interest in coding. I built my personal [Website](#) using R.

## **References**

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### **Anneloes Raes**

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### **Sebastien Brion**

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### **Ena Inesi**

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