

MARCO APONTE-MORENO
Professor of Clinical Management and Organization
USC Marshall School of Business
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Academic Appointments

- **Professor of Clinical Management and Organization**
USC Marshall School of Business, August 2022 - present
- **Associate Professor, Management Department (tenured)**
School of Economics and Business Administration
Saint Mary's College of California, 2019 – July 2022
- **Assistant Professor, Management Department**
School of Economics and Business Administration
Saint Mary's College of California, 2016 – 2019
- **Senior Lecturer (full-time), Organizations and Innovation Department**
UCL School of Management, University College London, UK, 2012 – 2016
- **Lecturer (full-time), Strategy and International Business Department**
Surrey Business School, University of Surrey, UK, 2010 – 2012
- **Lecturer (full-time), International Business and Modern Languages Program**
School of Social Sciences and Humanities, Aston University, UK, 2008 – 2010

Academic Appointments During Graduate School

- **Full-time Instructor, Spanish language**
Princeton University, 2005 – 2006 & 2007 – 2008
- **Full-time Instructor, Spanish language**
New York University, 2004 – 2005

Industry Experience

- **Founder & Executive Director, The Leadership Studio Group**, Santa Monica, CA, 2025 – present
- **Assistant Vice President, Global Corporate Finance Department** (focusing on Latin American business), Mizuho Corporate Bank, New York, NY, 2001 – 2003
- **Senior Risk Financial Analyst, Global Commodities Division** (focusing on sugar trading in Latin America), ED&F Man Group, New York, NY, 1999 – 2001
- **Business Analyst, International Finance Division** (Latin American branches), Crédit Lyonnais Bank, New York, NY, 1997 – 1999
- **Financial Reporting Analyst, Finance Division** (Latin America), Miami, FL, 1995 – 1997

Education

- Ph.D., CUNY (GC), Leadership Discourse Analysis, Hispanic Sociolinguistics Program, 2008
- M.B.A., Nicholls State University - Louisiana, 1995

- Master's degree in Languages and Business (Maîtrise), University of Paris (Sorbonne Nouvelle), 1993
- Bachelor's degree in Modern Languages (Licence), University of Paris (Sorbonne Nouvelle), 1992

Certificates

- Certificate from the USC Center for Excellence in Teaching, USC, 2025
- Certificate in Leadership from Ancient Rome, Cornell University, 2023
- Certificate of International Studies, Paris-Patheon Assas University, 1993

Courses Taught at USC Marshall

- **Executive MBA**
 - Leadership and Improvisation (MOR 581) – Fall 2025
- **Part-time MBA**
 - Managerial Perspectives (GSBA 543) – Fall 2024 & Fall 2025
- **One-year MBA (IBEAR)**
 - The Global Context of Business (GSBA 583) – Fall 2023
- **Online MBA**
 - The Role of the Manager (GSBA 501) – Fall 2025
 - Business Environment and Leadership (GSBA 539) – Spring 2026
- **Other graduate programs**
 - Negotiation and Deal Making (MOR 569) – Summer 2025
- **Executive Education**
 - Managerial Perspectives (GSBA 533), Food Industry Program – Spring 2025 & Spring 2026
 - Leadership through Improvisation Workshops (Scentre Group) -
- **Undergraduate Program in Business Administration**
 - Management and Leadership (BUAD 304), 2022-2024
 - Managerial Strategy (BUAD 497), 2023-present
 - Cross-cultural Negotiations (MOR 468), 2023 & 2024
 - Leadership and Improvisation (MOR 498), 2024-present

Courses Taught at Saint Mary's College

- **MBA Programs**
 - Managing and Leading Organizations (ORB 551)
 - Managing Global Competition (GMAN 513)
 - Entrepreneurship from a Global Perspective (MGT 352)
 - International Business (MGT 314)
- **Executive Education**
 - Building Strong Teams (for Provident Credit Union)
- **Master's in Management and Technology**
 - Managing Contemporary Organizations and Leading Teams (ORB 405)
- **Undergraduate Program in Business Administration**
 - Managing and Leading Organizations (BUSAD 131)
 - Managing the Global Firm – Cross-cultural Management (BUSAD 185)
 - Global Business (BUSAD 180)
 - Strategic Management (BUSAD 140)
 - Leadership Communication across Cultures (JAN 124)

Courses Taught at Other Universities

- Leadership, Cross-cultural Management, Business Communication and Ethics, International Trade, International Business Research, International Business Environments in Latin America.

Books Published

- Leadership as Performance: Developing Leadership Skills through Acting. Aponte-Moreno, M. Routledge: 2025.
- Metaphors in Hugo Chavez's Political Discourse: Conceptualizing Nation, Revolution, and Opposition. Aponte-Moreno, M. Saarbrücken VDM [Monograph based on Ph.D. dissertation]: 2009.

Academic Publications in Management and Leadership

- Aponte-Moreno, M. (2025). *Developing Leadership through Improvisation: Insights from the MBA Classroom*. In *The Paris Conference on Education 2025: Official Conference Proceeding*.
 - Aponte-Moreno, M. (2025). *Using short films to develop cultural intelligence in the classroom*. In *The Asian Conference on Education 2024: Official Conference Proceedings*.
 - Aponte-Moreno, M. & Frawley, J. (2024). Exploring intercultural leadership through storytelling and metaphors. In J.L. Chin & J. Trimble (Eds.), *Cultural Leadership*. San Diego, CA: Cognella.
 - Aponte-Moreno, M. & Aksu, B. (2024). Understanding immigrant leaders in the United States: A preliminary study. In J.L. Chin & J. Trimble (Eds.), *Cultural Leadership*. San Diego, CA: Cognella.
 - Aponte-Moreno (2022). "Immigration as a Leadership Crucible among Global Leaders". In *The Study and Practice of Global Leadership* (ed. Perruci, G.), Bingley, UK: Emerald Group.
 - Aponte-Moreno (2021). "Telling Stories to Develop Empathy: An Experiential Exercise for Future Leaders". *Journal of Leadership, Accountability and Ethics*, v.18(5).
 - Aponte-Moreno (2020). "Developing Empathetic Leaders through Storytelling". *Organizational Aesthetics*, v. 9 (1): 109-118.
 - Aponte-Moreno (2018). "Transformational Leadership: Lessons from the Venezuela's System of Youth Orchestras". *Journal of Leadership Studies*, v. 8 (3).
 - Aponte-Moreno, M. & Koulouris, K. (2018). "Telling Personal Stories to Communicate Authentic Leadership: A Cross-cultural Perspective". In Chin, J. L., Trimble, J. E., & Garcia, J. E. (eds.), *Global and culturally diverse leaders and leadership: New dimensions, opportunities and challenges for business, industry, education and society*. Bingley, UK: Emerald Group.
 - Aponte-Moreno, M. & Lattig L. (2017). "Classical Music as an Instrument to Foster Leadership Skills for Social Change: The Case of Venezuela's El Sistema". *Journal of Social Change*, v. 9(1).
 - Aponte-Moreno, M. (2017). "Writing and Enacting Ethical Dilemmas: Using Drama to Foster Responsible Leadership Behavior" (Symposium). *Journal of Leadership Studies*, v. 11 (2).
 - Aponte-Moreno, M. (2014). "Embodying Authentic Leadership: An Actor's Perspective". In Schuyler, K., Baugher, J., Jironet, K. and Lid-Falkman, L., (eds.) *Leading with Spirit, Presence, and Authenticity*. New York: Jossey-Bass.
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Other Academic Publications

- Aponte-Moreno, M. (2020). "Immigration as a Leadership Crucible." ILA Intersections (Online publication of the International Leadership Association).
- Dippold, D., Angouri, J. Aponte-Moreno M. and Hagen S. (2013). "Assessing and Reviewing Cultural Transactions in International Companies". UK Research Project and Report commissioned by the UK Arts and Humanities Council.
- Aponte-Moreno, M & Lattig, L. (2012). "Hugo Chávez: Rhetoric Made in Havana". World Policy Journal, v. 29: 33-42.
- Aponte-Moreno, M. (2012). "Making Short Films as a Motivational Tool in Higher Education". In Camera, Action and the Brain. Maher Bahloul & Carolyn Graham (eds.), Cambridge: CSP.
- Aponte-Moreno, M. & Herrera N. (2008). "Everyday use of Spanish among bilingual teachers in New York City and their attitudes toward the language". LL Journal. v. 3(1).

Conference Presentations, Panels and Workshops in Management and Leadership

- Developing Leadership through Improvisation: Insights from the MBA Classroom. In *The Paris Conference on Education 2025 (PCE2025)*, Paris, France.
- Using short films to develop cultural intelligence in the classroom (2024). In *The Asian Conference on Education (ACE2024)*, Tokyo, Japan.
- *Films, Simulations and Theoretical Frameworks in Action for Developing Cultural Intelligence*. With K. Rajaran and B. Heino (2024, August 11). 84th Annual Meeting of the Academy of Management, Chicago, IL, United States.
- "Developing Cultural Intelligence through Film," (2023) The 83th Annual Meeting of the Academy of Management. Boston, MA.
- Workshop: Honing Values and Developing Empathy in Times of Crisis: A Theater-based Approach (2022) (with Mary Vradelis). The 82nd Academy of Management Annual Conference. Seattle, WA.
- Workshop: Drama-based Strategies to Bring Leadership and Management Principles to Life (2021) (with Mary Vradelis). The 81st Academy of Management Annual Conference. Virtual.
- "Immigration as a Leadership Crucible among Global Leaders." (2020) The 22th Annual International Leadership Association Conference. Virtual conference.
- Workshop: Leadership Lessons from the Theatre: Listening, Imagining and Connecting (2019) (with Steven Taylor and Mary Vradelis). The 79th Academy of Management Annual Meeting. Boston, MA.
- "Exploring Acting Techniques to Develop Leadership Communication Skills." (2019). 84th Annual International Conference. Association for Business Communication, Detroit, MI.
- "Developing Empathetic Leaders through Storytelling and Performance." (2018). 20th Annual International Leadership Association Global Conference. West Palm Beach, FL.
- Panel: International Leadership Network: Global and Diverse Leadership (2018) (with J. L. Chin, C. Shealy, F. Denmark, A. Roh, J. Tan). Human Rights, Dignity and Justice. The 76th Annual

International Council of Psychologists Convention. Montreal, CA.

- “Communicating Authenticity across Cultures: Telling Personal Stories in Leadership Contexts.” (2017) (with K. Koulouris). The 77th Annual Meeting of the Academy of Management. Atlanta, GA.
- Panel: Global and Diverse Leadership Forum (2017) (with J. L. Chin, C. Shealy, T. Sasao, R. Elkington, A. Roh, R. Staton, L. Sternberger, D. Thornberger, L. Brewster. The 75th Annual International Council of Psychologists Convention, New York, NY.
- “Leadership Lessons from El Sistema, Venezuela’s System of Youth Orchestras.” (2016) 18th Annual International Leadership Association Global Conference. Atlanta, GA.
- Panel: “Why Leadership Must Include the Imagination.” (2016) 18th Annual International Leadership Association Global Conference. Atlanta, GA.
- “The Art of Storytelling in Communicating Authentic Leadership across Cultures” (2015) 17th Annual International Leadership Association Global Conference. Barcelona, Spain.
- Panel: “Leading with Spirit, Presence and Authenticity Across Real and Imagined Borders” (2015) (with K. Goldman-Schuyler, K. Jironet, J. Reams, C. Etmanski and B. Page). 17th Annual International Leadership Association Global Conference. Barcelona, Spain.
- Workshop: “Leading with Spirit, Presence, and Authenticity” (2014) (with K. Goldman-Schuyler, L. Lid-Falkman, C. Etmanski, M. Fulton, R. Gigliotti, D. Raffo, R. Deane, R. Stilger, J. Reams). Workshop delivered at the 16th Annual International Leadership Association Global Conference. San Diego, CA.
- “The Art of Teaching Leadership Communication: Lessons from the Theater” (2014) 16th Annual International Leadership Association Global Conference. San Diego, CA.

Other Conference Presentations

- “It’s the Disease Talking: Dehumanization of Patients Living with Dementia.” (2018). Human Rights, Dignity and Justice. The 76th Annual International Council of Psychologists Convention. Montreal, Canada.
- “Castro and Chávez’s Leadership Styles: Anti-American Metaphors and Metonymies within the Framework of the Bilateral Cooperation between Cuba and Venezuela” (2010) 8th International Conference on Researching and Applying Metaphor, VU Amsterdam, Netherlands.

Leadership Roles, Committees and Other Service Responsibilities at USC Marshall

- MOR Teaching Quality Committee, Chair, 2024 – present
- Hiring Committee for RTPC Faculty, Chair, 2025
- Warren Bennis Prize Committee, Chair, 2024 & 2025
- Undergraduate Curriculum Committee (School level), 2023 – 2025
- Senate Committee on Equity and Inclusion (University level), 2023 – 2024
- Marshall Leadership Fellowship Program, 2023 – 2024
- MOR Graduate Committee, 2023 – 2024
- MOR APR Committee, 2023
- Hiring Committee for RTPC Faculty, 2023
- Promotion Committee for RTPC Faculty, 2023
- DBA Dissertation Committee (Dissertation by Dr. Nik Lewis), Grenoble Business School, 2025

- Faculty mentor of Professors C. Busch, A. Anders and N. Lewis
- Faculty Advisor of Latino Business Student Association (student organization), 2024 – present
- Faculty Advisor of Trojan Technology Solutions (student club), 2023 - 2025
- Faculty Advisor of Trojan Venture Partners (student club), 2023 - 2025

Academic Committees at Saint Mary's College

- DBA Dissertation Committee (Dissertation by Matthew Fisher), 2020 – 2022
- Rank and Tenure Task Force, 2021 – 2022
- COVID-19 Academic Contingency Planning Working Group, 2020 – 2021
- Strategic Plan Steering Committee (Internationalization Group), 2020
- Core Curriculum Working Group (American Diversity), 2018 – 2021
- Dean of the Core Search Committee, 2017
- Graduate Programs Committee, 2017 – 2020
- Undergraduate Programs Committee, 2016 – 2017
- Academic Administrators' Evaluation Committee, 2016 – 2018

Advising at Saint Mary's College

- Advisor for Professional MBA students, 2016 – 2020
- Advisor and organizer of Saint Mary's Business Case Competition, 2018, 2019 and 2020
- Advisor for Latinx Business Student Association and Beta Gamma Sigma, 2018 – 2021
- Advisor and organizer of MBA Summer Program for La Salle Barcelona, 2019
- Advisor for Net Impact, 2017 – 2019

Other Leadership Roles in Academia

- Department Chair, Management, School of Economics and Business Administration, Saint Mary's College of California, 2021 – 2022
- Director, Professional MBA Program, School of Economics and Business Administration, Saint Mary's College of California, 2018 – 2020
- Director, Master in Management Program, UCL School of Management, University College London, United Kingdom, 2012 – 2016
- Co-Director, Bachelor in Management Program, Surrey Business School, University of Surrey, United Kingdom, 2010 – 2012

Review Work

- Reviewer for the 5th Paris Conference on Education (PCE2025), 2025.
- Reviewer for the 15th Asian Conference on Education (ACE2023), 2023.
- Reviewer for the Academy of Management Annual Meeting (2017, 2018, 2020, 2023).
- Reviewer for the Journal of Leadership Studies (2018 – present).
- Reviewer for the International Leadership Association Annual Meeting (2018, 2020).
- Program external reviewer of Bachelor of Arts and Sciences in Hispanic Studies and Global Sustainable Development, University of Warwick, UK (2018).
- Expert reviewer of book proposal Performative Aspects of Teaching in Higher Education (by R. Bale), Routledge books, UK (2018).

Selected Press Articles

- “Disinformation: An escalating challenge in the classroom.” Medium (November 15, 2024)
- “Improv: Leadership best-kept secret.” Medium (September 22, 2024)
- “What can leaders learn from actors?” Medium (May 23, 2021).

- “5 reasons Trump's Venezuela embargo won't end the Maduro regime.” Business Insider (August 7, 2019).
- “Punto de vista: 5 razones por las que las sanciones a Venezuela no acabarán con el gobierno de Maduro (como desea Estados Unidos)” BBC Mundo (August 9, 2019).
- “Why newly freed opposition leader Leopoldo Lopez is so essential to Venezuela's uprising.” The Independent (May 1, 2019).
- “Venezuela’s Maduro will go, it’s just a matter of time.” The Globe Post (January 29, 2019).
- “Trump sees opportunity in Venezuela’s humanitarian crisis as midterms approach.” The Conversation [Also published by Public Radio International, Chicago Tribune, Univision and Navy Times] (October 18, 2018).
- “Cuba, Missing Piece for Ending Venezuela’s Crisis.” The Globe Post (with L. Lattig, August 12, 2017).
- “The Death of Venezuela’s Revolution Will Not Be Televised.” World Policy Institute (September 14, 2016).
- “Venezuela amps up media repression by sentencing newspaper editor to prison.” The Conversation (with L. Lattig, March 31, 2016).
- “As Crisis in Venezuela Deepens, Maduro’s Iron Fist Tightens.” International Policy Digest (with L. Lattig, March 5, 2015).
- “After Chávez.” Times of Higher Education (October 16, 2015).
- “The World’s Best Leaders Are Cast as Themselves in a Play That Never Ends.” The Guardian (August 15, 2014).

Selected Media Coverage

- Radio and TV Interviews
 - “The US and Venezuela have agreed to ease sanctions for free presidential elections.” KCBS (October 16, 2023)
 - “Venezuela already has two presidents. Now Leopoldo López is back in the mix too.” CBC and Houston Public Media (May 3, 2019).
 - “The Future of Venezuela Remains in Grave Doubt Tonight.” KCBS News Radio (January 25, 2019).
 - “Venezuela’s dwindling democracy.” The Newsmaker. TRT World (Turkish television) (December 13, 2017).
 - “Economic crisis in Venezuela.” This Morning with Alex Jensen. TBS Radio (South Korean public radio) (November 28, 2017).
 - “Last Word: On Hugo Chávez.” BBC Radio 4 (March 10, 2013).
 - Newspaper and Magazine interviews
 - “Drinking less from the fire hose: Q’s with Professor Marco Aponte-Moreno on leadership in a challenging market.” Pollstar (June 11, 2024).
 - “Should you be a generalist or a specialist in B-school.” US News & World Report (May 17, 2023).
 - “Ahora todo es posible en Venezuela: el país está lleno de armas.” Portafolio (Colombian newspaper) (January 24, 2019).
 - “What the opposition is missing to remove Maduro from power.” (Published in Portuguese: “O que Falta para a oposição retirar Maduro do poder”). Gazeta do Povo (Brazilian newspaper) (October 31, 2018).
 - “Why Brazil needs to involve itself in the solution of the Venezuelan crisis. (Published in Portuguese: “Por que o Brasil precisará se envolver na saída para a crise na Venezuela”). Gazeta do Povo (Brazilian newspaper) (August 23, 2018).
 - “Obstacles to the referendum against Maduro exasperate a fed-up opposition (Published in Spanish: Trabas al referendo contra Maduro exasperan a una oposición hastiada). El Colombiano (Colombian newspaper) (July 28, 2016).
 - “Experts fear Venezuela on the brink of military coup following country’s largest ever ‘war games.’” Australian News (news.com.au) (May 24, 2016).
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Honors and Awards

- Marshall Teaching Excellence Award, USC Marshall, 2024
- Golden Apple Award for Excellence in Mentoring, USC Marshall, 2024
- MOR Annual Teaching Award, Management and Organization Department, 2024
- Golden Apple Award for Excellence in Teaching, USC Marshall, 2023
- Outstanding Teaching Award, School of Economics and Business Administration, Saint Mary's College of California, 2018.
- SEBA Research Grant, 2017, 2018 & 2019.
- Fellow of the UK Higher Education Academy, 2011-2015.
- Project Innovation Award from the Centre for Learning Innovation and Professional Practice (CLIPP), Aston University, 2009-2010.
- Recipient of MAGNET Dissertation Fellowship, 2007-2008.
- Recipient of Dean K. Harrison Fellowship, CUNY, 2005-2006.
- Recipient of the CUNY Fellowship Award, 2003-2006.

Other

- Member of the Academy of Management
- Fluent in English, Spanish and French. Citizen of the U.S., Venezuela and France
- Over twenty years of theater acting. Trained at the HB Studio in New York
- Guitar and piano player. Marathon runner.

CV Updated September 2025