

Thiraput (Poom) Pitichat, Ph.D.



Lecturer, Chulalongkorn Business School, Chulalongkorn University



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Commerce Department (4th floor), The 50th Anniversary Memorial Building,
Chulalongkorn Business School, Phayathai Road, Bangkok, 10330, Thailand

Identity:	Business School Lecturer, Organizational Psychologist, Podcaster, Learning Facilitator
Personal Aspiration:	Making work more engaging, more satisfying, and more meaningful
Research Interests:	Leader development, Feedback, Positive psychology, Work motivation, Future of work
Teaching Methods:	Games-based Learning, Interactive Activities, Group Discussions, Story-telling
Workshop Topics:	Leadership & followership, Leader development, Team effectiveness, Making a more engaging workplace, Finding happiness at work, Positive psychology, Empathy & emotional agility, Designing effective presentation, Designing business research surveys, and many more
Personal Podcasts:	Work InPsych Podcast (how to live a fulfilling (work) life through work psychology) Rise & Shine เข้านี้กับจิตวิทยาเชิงบวก (making life worth living through positive psychology)

*"Happiness can be found, even in the darkest of times, if one only remembers to turn on the light."
- Albus Dumbledore*



EDUCATION

Claremont Graduate University, Claremont, CA, USA Doctor of Philosophy in Positive Organizational Psychology Dissertation: The Role of Feedback in Leader Identity Development: An Examination of the Impact of Deficits-based versus Strengths-based Feedback	August 2020
Claremont Graduate University, Claremont, CA, USA Master of Arts in Positive Developmental Psychology and Evaluation Additional coursework in Master of Science in Human Resources Design completed	August 2015
Chulalongkorn University, Bangkok, Thailand Bachelor of Business Administration in Marketing (Minor in Human Resources Management) 2 nd Class Honor	May 2011



PUBLICATIONS

Peer-Reviewed Journal Articles

Pitichat, T., Reichard, R. J., Kea-Edwards, A., Middleton, E., & Norman, S. (2018). Psychological Capital for Leader Development. *Journal of Leadership & Organizational Studies*, 25(1), 47-62.
<https://doi.org/10.1177/1548051817719232>

Editorial-Reviewed Journal Articles

Pitichat, T. (2013). Smartphones in the workplace: Changing organizational behavior, transforming the future. *LUX: A Journal of Transdisciplinary Writing and Research from Claremont Graduate University*, 3(1), 1-10.
<https://doi.org/10.5642/lux.201303.13>

Dissertation

Pitichat, T. (2020). *The Role of Feedback in Leader Identity Development: An Examination of the Impact of Deficits-based versus Strengths-based Feedback* [Doctoral dissertation, Claremont Graduate University].

In Preparation

Pitichat, T. & Reichard, R. J. (in preparation). *Attaining Leader Development Goals using Selection, Optimization, and Compensation Strategies*

Pitichat, T. & Yip, J. (in preparation). *Avoidant Leadership: The Consequence of Avoidant Attachment on Personal Power and Follower Perceptions of Senior Executives.*



ACADEMIC PRESENTATIONS

Pitichat, T. (2020, April). *The impact of deficits-based versus strengths-based feedback on leader identity development.* Symposium Session at the Western Academy of Management's 61th annual meeting (Cancelled due to COVID-19).

Shults, S., Reichard, R. J., Pitichat, T., & Kea-Edwards, A. (2018). *What leaders actually do to develop? A content analysis of leaders' developmental goals.* 3rd Interdisciplinary Perspectives on Leadership Symposium, Minoa Palace Resort & Spa, Chania, Greece.

Pitichat, T. & Yip, J. (2018). *A secure base: The effects of attachment orientation on leader energy and effectiveness.*, the Sheraton Salt Lake City Hotel, Salt Lake City, UT.

Pitichat, T., (2017). *Attaining leader development goals through the use of selection, optimization, and compensation strategies.* Developmental Paper Session at the Western Academy of Management's 58th annual meeting, Renaissance Palm Springs Hotel, Palm Springs, CA.

Pitichat, T., Kea-Edwards, A., Middleton, E., Reichard, R. J., & Norman, S. (2016). *Psychological capital for leader development: Antecedents and outcomes.* Paper symposium at the International Leadership Associations' 18th annual global conference, Hyatt Regency Atlanta Hotel, Atlanta, GA.

Pitichat, T. (2013). *Smartphones in the workplace: Changing organizational behavior, transforming the future.* Paper symposium at the 14th Annual Student Research Conference, Claremont Graduate University, Claremont, CA.



UNIVERSITY SERVICE

Committee Member International Accreditation Office Chulalongkorn Business School	March 2021 – Present
Faculty Secretary Commerce Department Chulalongkorn Business School	January 2021 - Present
Committee Member Digital Social Responsibility Office Chulalongkorn Business School	January 2021 - Present
Committee Member Student Affairs Department Chulalongkorn Business School	October 2020 - Present
Journal Reviewer Chulalongkorn Business Review Journal Chulalongkorn Business School	October 2020 - Present
Committee Member Thailand's Metropolitan Waterworks Authority Project CBS Academy	December 2020 - January 2021



STUDENT ADVISING

Team Advisor <i>Students won a gold medal award (2nd place in the competition)</i> Business Plan Competition: Beyond the Food Convenience Store by NewSpectrum	January 2021 - May 2021
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WORK & CONSULTING EXPERIENCE

Research Consultant LeAD Labs Claremont, CA, USA	October 2014 – July 2020
Research Lab Manager LeAD Labs Claremont, CA, USA	October 2017 – June 2018
Leadership Assessment Center Manager LeAD Labs Claremont, CA, USA	June 2017 – July 2020
Organizational Development Consultant SpectraSensors, Inc. Rancho Cucamonga, CA, USA	January 2016 – June 2016
LeAD Certified Coach LeAD Labs Claremont, CA, USA	June 2016 – July 2020
Training and Development Associate LeAD Labs Claremont, CA, USA	October 2014 – May 2015

Lead Assessor Claremont Leadership Assessment Center Claremont, CA, USA	September 2013 – May 2018
IT Consultant LeAD Labs Claremont, CA, USA	September 2013 – June 2019
Graduate Student Associate International Place of The Claremont Colleges Claremont, CA, USA	October 2012 – January 2016
Digital Learning Lab Consultant Digital Learning Lab at Claremont Graduate University Claremont, CA, USA	March 2014 – May 2018



TEACHING

Chulalongkorn University Courses

Lecturer at Chulalongkorn Business School	October 2020 – Present	Student Ratings
Leader Development (undergraduate students) Semester 1/2021		pending
Leading and Managing Entrepreneurial Firm (undergraduate students) Semester 1/2021		pending
Research Practicum for Business Decisions (MBA students) Semester 2		pending
Research Design for Business Decisions (MBA students) Semester Summer/2020		pending
Management and Organizations (undergraduate students) Semester 2/2020 (Section 1: 64 students) Semester 2/2020 (Section 8: 60 students)		4.98/5.00 4.95/5.00
Advanced Organizational Behavior (doctoral students) Semester 1 & 2/2020: 3 doctoral student		5.00/5.00

California State University (Fullerton, CA, USA) Courses

Adjunct Professor at College of Business and Economics	December 2016 – July 2019	Student Ratings
Organizational Behavior		
Spring 2019		3.80/4.00
Fall 2018		3.85/4.00
Spring 2018 (Section 4)		3.79/4.00
Spring 2018 (Section 18)		3.68/4.00
Spring 2017		3.75/4.00

Claremont Graduate University Courses

Graduate Teaching Associate

August 2016 - December 2019

Directed Research in Organizational Behavior for Doctoral Students
(Dr. Becky Reichard)
Spring 2019 & Fall 2019

Leadership and Followership (Dr. Michelle Bligh)
Spring 2017

Organizational Behavior (Dr. Becky Reichard)
Fall 2016 & Spring 2018

Other Courses

Adjunct Professor at Thammasat University

January 2021 – Present

Industrial and Organizational Psychology
Semester 2/2020

Student Ratings
pending

Guest Lecture / Speaker / Workshop Facilitator

Guest Lecture

Topic: Creating Happiness and Well-being through the Science of Positive Psychology **March 2021**
General Education Class, Chulalongkorn University

Topic: Leadership, Followership, and Shared Leadership
Harvey Mudd College, Claremont, CA, USA

November 2016

Workshop Facilitator

Topic: Creating a More Engaging Workplace
For 80 middle-level managers
Thailand's Metropolitan Waterworks Authority Project | CBS Academy

January 2021

Topic: Working Together Workshop Series
Understanding and Managing Self, Understanding and Managing Others,
Team Effectiveness, Working well with other people
Bangkok Dusit Medical Services (BDMS)

April – May 2021



PROFESSIONAL AFFILIATIONS

Academy of Management

International Positive Psychology Association

International Leadership Association

Psi Chi, the International Honor Society in Psychology

Society for Industrial and Organizational Psychology

Western Academy of Management



HONORS & AWARDS

- 2020 1st Place in the Psi Chi Research Awards, 2020
- 2019 GSC Research Material Awards, Fall 2019
- 2018 A star reviewer, Western Academy of Management
- 2017 The 2017 Most Valuable Player (MVP) award for the Getty Leadership Institute project, LeAD Labs, Claremont Graduate University, CA
- 2016 Best submission award in leadership development track, International Leadership Association Global Conference 2016, Atlanta, GA
- 2016 The Rookie of the Year Award, Claremont Graduate University, Claremont, CA
- 2013-16 Fellowship award, Department of Behavioral and Organizational Science, Claremont Graduate University
- 2011 Student Leadership Award Winner, Chulalongkorn University, Bangkok, Thailand
- 2011 Student Volunteer Award Winner, Chulalongkorn University, Bangkok, Thailand



VOLUNTEER AND OTHER LEADERSHIP ACTIVITIES

- Positive Fellow (co-organizers of the student organization)** September 2014 – June 2015
Positive Fridays | Claremont Graduate University | Claremont, CA
- Marketing and Communication Team Leader** January 2013 – February 2014
TEDxClaremontColleges (TEDxCC) | Claremont, CA
- Representative of Division of Behavioral and Organizational Sciences (DBOS)** September 2012 – May 2013
Graduate Student Council (GSC) | Claremont Graduate University | Claremont, CA
- President of Student Government and Head of Student Relations Department** May 2009- March 2011
Faculty of Commerce and Accountancy | Chulalongkorn University | Bangkok, Thailand