

**Avi Shnider (PhD)**  
**Curriculum Vitae**

**Work**

School of Behavioral Sciences,  
College of Management Academic Studies

7 Rabin Blv, Rishon  
Le'Zion, Israel  
Email: ShnaiderA@colman.ac.il  
Cell:972.54.5929522

**Home**

1 Hailanot street Kfer-Sirkin  
[Tel: 972.3.9092810](tel:972.3.9092810)

Israel

Date of Birth: 14.01.1976

Place of Birth: Israel

**Education:**

- **PhD in Organizational Sociology (2013)**

Dept. of Sociology and Anthropology, Ben-Gurion University of the Negev (BGU).

Dissertation: *Organizational Culture without Organization? Division of Labor in a Post-Privatization Moshav.* (Advisors: Prof. Aviad Raz; Prof. Dahlia Moore).

- **Thesis Completion (2008)**

Dept. of Sociology and Anthropology, Ben-Gurion University of the Negev (BGU)

Thesis: *Dunam Here and Dunam There Lump after Lump - The Privatization Process of the Cooperative in a Moshav. The case of Moshav Zin.* (Advisors: Prof. Aviad Raz)

- **MA in Organizational Development & Consulting (2005)**

School of Behavioral Sciences, College of Management Academic Studies

- **BA in Behavioral Sciences, HR Management and Organizational Behavior (2003)**

School of Behavioral Sciences, College of Management Academic Studies

## **Current Positions:**

- **Lecturer (adj.),**  
**School of Behavioral Sciences, College of Management Academic Studies,**  
2008- present

Courses:

"Practicum in Organizational Consulting" MA level course

"The Future of Work" MA Seminar

"Organizational Theory" MA level course

"Organizational Sociology" MA level course

"Managing the Human Capital" MA level course

"Introduction to Organizational Behavior" BA level course

"Culture & Complex Organization" BA level course

"Introduction to Human Resources" BA level course

"Introduction to Sociology" BA level

### **Supervision of Master's Theses**

2014 - Shaked Kadish. Between bureaucracy and ad-hocracy: Characteristic of Seasonal Organizations

## **Teaching Awards**

2008 President Award for Outstanding Teaching Achievement.

The College of Management Academic Studies. Rishon Le'Zion.

### **Additional roles in the School of Behavioral Sciences**

2011 - Member of the school Council – Adjunct lectures representative.

2014 - Member in the Collage of Management "Press Team"

2008 -2012 Member of the school marketing committee.

2008 - Responsible for new and ongoing activities with school alumni.

2008 - Establisher and manager of the MA in Organizational Development & Consulting graduates page on Facebook. The page has nearly 1,000 graduates registered. The page has become main arena for preserving and creating ties with and between graduates.

### **Previous Positions:**

- **Teaching Assistant (in class instruction),**

School of Behavioral Sciences, College of Management Academic Studies  
**(2005- 2008)**

"Organizational Theory" MA level (Dr. Amichai Zilberman)

"Introduction to Sociology" BA level (Prof. Dahlia Moore)

"Research Methods" BA level (Prof. Dahlia Moore)

"Culture & Complex Organization" BA level (Dr. Amichai Zilberman)

### **Publications:**

#### **Books:**

- Shnider, A. (Forthcoming). Organizational Culture without Organization? Division of Labor in a Post-Privatization Moshav. Approved for publication by Yad Tabenkin Research Committee.
- Shnider, A. (On writing) New Organizational Forms and the Future of Work. First synopsis has been sent to publishers

#### **Refereed Articles**

- Shnider, A. 2014. *Gendered division of labor in a post privatization moshav: case study of Moshav Tzin in southern Israel. Journal of Rural Cooperation*, 42 (2): 180–196
- Shnider, A. 2014. "Work Ground: Unit of Analysis for Understanding Production in the Prosumer Age" In HersHKovitz, S. (Ed.) 2012 *From Production Consumption Dichotomy to Prosumer*. Sapir press. (In Hebrew)

- Shnider, A. Raz, A. & Moore, D. (Under Review) *Work Ground: Culture, Space and Organizing in an Israeli Moshav*
- Shnider, A. (Forthcoming). The Urban Cooperation in Israel.

### **Non-Referred Articles:**

- Shnider, A. 2012. "Points of views: (Sociological) Thoughts on Sociological Concepts." *Sociology* 45(2): 5-6 (In Hebrew).
- Shnider, A. 2010. "The New Work Scene". *Status- Journal for Managerial Thinking*. 233:34-37. (In Hebrew).

### **Conference Presentations:**

- Shnider, A. 2014. "Gendered Division of Labor in a Post Privatization Moshav". The Annual Seminar of the Kibbutz and the Labor Party Researchers. Givat- Haviva.
- Shnider, A. 2012. "Organization Culture without Organization". The 42th Annual Meeting of the Israeli Sociological Society, Hebrew University. Jerusalem.
- Shnider, A. 2012. "New Organizational Forms". Annual Meeting of the Ippa- Israeli Association for Organization Development. Shefayim.
- Shnider, A. 2011. "The Moshav as a Normative Space". Annual Meeting of the Israeli Geographical Association. Tal-Aviv.
- Shnider, A. 2010. "Privatization in the Moshav". The 10th International Conference of Communal Studies Association. Emek Yezreel.
- Shnider, A. 2010. "No Structure Strategy". Connections between Organization Structure and Strategy? Conference. College of Management Academic Studies. Rishon Le'Zion,
- Shnider, A. 2009. "Dunam here and Dunam There Lump After Lump - The Privatization Process of the Cooperative in a Moshav". The 42th Annual Meeting of the Israeli Sociological Society. Rishon Le'Zion.
- Shnider, A. 2008."Privatization in the Moshav: A Structuration Perspective". The 24th Israel Studies Association Conference. New-York.
- Shnider, A. 2008."Doctor Pharmacist or a Cashier at a Snack Bar? the Future Role of the Organizational Consultants". The Annual Meeting Ippa- Israeli Association for Organization Development. Herzliya.
- Shnider, A. 2007."Ritual – to Feel the Culture". Annual Meeting of the Israeli Human Resources Society. Kfar-Hmacabia.
- Shnider, A. 2005. "A Reserve Army Platoon – Hegelian Prospective". The Annual Meeting Ippa- Israeli Association for Organization Development. Rishon Le'Zion

### **Invited Lectures and Seminars:**

- Shnider, A. 2014. "Together and Alone – Collaborative Work Practices in a Post privatization Moshav". Faculty Seminar, Department of Agriculture Economic and Management in Robert H. Smith Faculty of Agriculture, Food and Environment. The Hebrew University. Rechovot.
- Shnider, A. 2013. "The Practice Turn in The Social Science" Faculty Seminar School of Behavioral Sciences, College of Management Academic Studies. Rishon Le'Zion.
- Shnider, A. 2013. Work Ground - Collaborative Work in Absence of Organization. Faculty Seminar School of Behavioral Sciences, College of Management Academic Studies. Rishon Le'Zion.

### **Scholarships, Fellowships and Grants:**

- Research Grant, Yad Tabenkin is the Research and Documentation Center of the United Kibbutz Movement, 2015.
- Research Grant, School of Behavioral Sciences, College of Management Academic Studies, 2012, 2013
- Travel and Accommodation Grant International seminar on Practice-based Studies, Warwick University Venice, September 2013.
- Summer Research Scholarship (PhD), BGU, 2011, 2012

### **Media coverage and op-eds**

- "The new labor market" an interview on Osim Seder with Gal Gabay A daily current affairs show channel 2 and channel 23 (30.12.2014).
- "The labor market is cruel for youngsters" An Op-ed in The Marker 2.12.2014
- "How to separate between your private and professional life" an interview by Maya Epstein in The Marker. 05.03.2013.
- "The boundaries between organization development and entertainment become unclear" an interview by Hila Weissberg in The Marker. 20.9.2012.

## **Fields of Interest:**

Organizational Studies, New Organizational Forms, Rural Sociology of Israel, The Future of Work, Organizational Development & Consulting

## **Professional activity**

- 2011 - Establisher and manager of the Facebook page "The Organization of the Future is Not What They Used to be". An online community that includes scholars, consultants and managers discussing the changes in the labor market and organizations.
- 2013- Establisher and writer of the blog "writer's block". Inspired by the *public sociology* approach, this blog discusses day to day issues in a sociological perspective. The blog has more than 550 registered readers. Some of the posts in this blog were read by more than 10,000 people.