

Dr. Leticia Ramos-Garza



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Leticia
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Education:

Dr. Leticia Ramos-Garza obtained the following academic degrees:

- Doctor of Philosophy (Ph.D.) with a specialty in Organizational Behavior from Tulane University, in New Orleans, in the United States,
- Master of business from Tulane University, in the United States,
- Master's in administration from EGADE Business School,
- Bachelor's degree in administrative computer systems from Tecnológico de Monterrey, Monterrey Campus.

Dr. Ramos is a cutting-edge leader in the use of innovative tools, certified by:

- Denison Consulting, in studies on the diagnosis and transformation of the Organizational Culture of Companies,
- Columbia Business University & Emeritus in Digital Transformation,

- Human Capital Institute, in Analytics for "Talent Management",
- McGill University at "Specialize English as a Second Language and Skills Upgrade", Canada,
- University of Aalborg, in Denmark, on the use and application of the POL didactic technique, "Project Oriented Learning".

Work Experience:

Dr. Ramos is a tenured professor at Tecnológico de Monterrey, Department of Management and Leadership of the Monterrey Region, Monterrey Campus from June 1990 to date, teaching in Innovation & Transforming Organizations, Conscious Leadership and Organizational Models, consulting and research activity in the area of organizational behavior, specifically stands out her work in the transformation of the organizational culture of companies.

In the last 5 years, together with her students, she has advised more than 150 diagnostic projects and proposals for cultural change of companies from different countries, mainly using the DOCS methodology (Denison Organizational Culture Survey).

She has been an active member of the editorial review board of Emerald Insight's *Journal of Managerial Psychology* for more than 10 years.

<https://www.emeraldgrouppublishing.com/journal/jmp>

She was for more than 4 years, National Coordinator of the Postgraduate Colloquium and Meeting of Young Researchers of ACACIA (Academy of Administrative Sciences).

She was director of the Academic Department of Administration at Tecnológico de Monterrey, Monterrey campus from January 2008 to January 2011. Director of Research and Academic Development, from August 2003 to December 2007. Director of the opening of the International Bachelor's at Tecnológico de Monterrey from July 2000 to January 2001. Assistant of Financial Campaigns ITESM System from January 1988 to June 1990. Assistant of Methods and Systems of the Library Campus Monterrey from January 1987 to December 1987. Support of the area of systems in INEGI, Programming and Budget as Social Service from July 1986 to December 1986.

Publications:

Among her most outstanding publications are those related to *the development and empowerment of more flexible and innovative organizational cultures*.

Ramos-Garza, L. & Ramos-Garza, C. & Denison, D. (2021). Organizational Culture in Dynamic Environments: Technological Case of Monterrey. *Powerful Organizational Cultures: Companies that Transcend*. Universidad Politécnica de Guanajuato, ISBN 978-607-8561-21-6, pp. 11-38.

https://www.researchgate.net/publication/353131246_Culturas_Organizacionales_Poderosas_Empresas_que_Trascienden#fullTextFileContent

Ramos-Garza, L. & Ramos-Garza, C. (2021). Empowerment of organizational culture in Mexican organizations. *Lúmina*, 22(1).
<https://doi.org/10.30554/lumina.v22.n1.4079.2021>

Ramos-Garza, C. and Ramos-Garza, L. (2019), Leadership and Culture of Innovation, Corrales-Estrada, M. (ed.) *Innovation and Entrepreneurship: A New Mindset for Emerging Markets*, Emerald Publishing Limited, 159-188. <https://doi.org/10.1108/978-1-78973-701-120191011>

Ramos-Garza, C.; Ramos-Garza, L. & Villalba-Moreno, O. (2017). Is the organizational culture related to motivation and performance in Mexico? *Administrative Sciences Theory and Praxis*, 1(13), pp. 133-147. January-June 2017. ISSN 1405-924X Latindex 23192.

<https://cienciasadmvasyp.uat.edu.mx/index.php/ACACIA/article/view/84/78>

Villalba-Moreno, O., Ramos-Garza, C., & Ramos-Garza, L. (2016). Leadership behaviors and occupational stress: The power of empowerment. *Journal of Business and Economics*. United States of America. pp: 1662-1674. ISSN 2155-7950.
<http://www.academicstar.us/UploadFile/Picture/2017-7/20177280047359.pdf>