

COLIN M. FISHER

UNIVERSITY COLLEGE LONDON
UCL SCHOOL OF MANAGEMENT
ONE CANADA SQUARE
LONDON E14 5AB
U.K.
COLIN.FISHER@UCL.AC.UK

ACADEMIC POSITIONS

UNIVERSITY COLLEGE LONDON, UCL SCHOOL OF MANAGEMENT

Associate Professor of Organisations and Innovation, 2019-present (sabbatical 2023-2024)

Assistant Professor of Organisations and Innovation, 2015-2019

BOSTON UNIVERSITY, SCHOOL OF MANAGEMENT

Peter Paul Career Development Professor, 2011-2014

Assistant Professor of Organizational Behavior, 2010-2015

EDUCATION

HARVARD UNIVERSITY/HARVARD BUSINESS SCHOOL

Ph.D. in Organizational Behavior

M.A. in Social Psychology

NEW YORK UNIVERSITY, GALLATIN SCHOOL

M.A. in Individualized Study

NEW ENGLAND CONSERVATORY OF MUSIC

B.Music in Jazz Performance (trumpet)

RESEARCH INTERESTS

I study how teams and individuals provide and receive leadership, help, and advice at work, highlighting the importance of temporal issues (e.g., timing, rhythm, development over time) in complex, creative, and improvisational collaborative processes.

JOURNAL ARTICLES

*graduate student collaborator at project outset; †shared first-authorship

1. Fisher, C. M., Pillemer, J., & Amabile, T. M. When the thought doesn't count: The dynamics of unhelpful help in organizations with strong helping norms. (conditionally accepted at *Academy of Management Discoveries*).
2. Fisher, C. M.[†], Jang, S.[†], & Hackman, J. R. (2024). Caught between a clock and a hard place: Temporal ambivalence and time (mis)management in teams. *Organization Science*, 35(1), 307-325.
3. Yip, J. & Fisher, C. M. (2022). Listening in organizations: A synthesis and future agenda. *Academy of Management Annals*, 16(2), 657-679.
4. Goh, K. T., Fisher, C. M., & Sommer, S. A. (2022). The effect of formal time allocations on learning trajectories and performance. *Small Group Research*, 53(6), 821-854.
5. Landis, B., Fisher, C. M., & Menges, J. I. (2022). How employees react to unsolicited and solicited advice in the workplace: Implications for using advice, learning, and performance. *Journal of Applied Psychology*, 107(3), 408-424.
6. Fisher, C. M. & Barrett, F. J. (2019). The experience of improvising in organizations: A creative process perspective. *Academy of Management Perspectives*, 33, 148-162.

7. Fisher, C. M., Pillemer, J.*, & Amabile, T. M. (2018). Deep help in complex project work: Guiding and path-clearing across difficult terrain. *Academy of Management Journal*, 61, 1524-1553.
 - Honorable Mention, 2019 Award for Outstanding Published Article in Positive Organizational Scholarship, Center for Positive Organizations at University of Michigan
8. Kahn, W. A., Barton, M. A., Fisher, C. M., Heaphy, E. D., Reid, E. M. & Rouse, E. D. (2018). The geography of strain: Organizational resilience as a function of intergroup dynamics. *Academy of Management Review*, 43, 509-529.
 - Finalist, Academy of Management Review Best Paper Award, 2019
9. Fisher, C. M. (2017). An ounce of prevention or a pound of cure? Two experiments on in-process interventions in decision-making groups. *Organizational Behavior and Human Decision Processes*, 138, 59-73.
10. Wang, L.*, Han, J., Fisher, C. M., & Pan, Y.* (2017). Learning to share: Exploring temporality in shared leadership and team learning. *Small Group Research*, 48, 165–189.
11. Allen, J. A., Fisher, C. M., Chetouani, M., Chiu, M. M., Gunes, H., Mehu, M., & Hung, H. (2017). Comparing social science and computer science workflow processes for studying group interactions. *Small Group Research*, 48, 568–590.

NON-REFEREED ARTICLES

12. Harrison, S., Rouse, E., Fisher, C. M., & Amabile, T. M. (2022). The shift from creativity in organizations to creative work. *Academy of Management Collections*, 1(1), 1-15.
 - Inaugural article of *Academy of Management Collections*
13. Fisher, C. M., Amabile, T. M. & Pillemer, J. (2021). How to help (without micromanaging): New research points to three strategies. *Harvard Business Review*, 99(1).
14. Amabile, T. M., Fisher, C. M., & Pillemer, J.* (2014). IDEO's culture of helping. *Harvard Business Review*, 92, 54-61.
15. Wageman, R., Fisher, C. M., & Hackman, J. R. (2009). Leading teams when the time is right: Finding the best moments to act. *Organizational Dynamics*, 38, 192-203.
16. Balachandra, L., Barrett, F. J., Bellman, H., Fisher, C. M., & Susskind, L. (2005). Improvisation and mediation: Balancing acts. *Negotiation Journal*, 4, 425-434.

BOOKS

17. Fisher, C. M. (2025). *The Collective Edge: Unlocking the Secret Power of Group Dynamics in Work and Life*. Avery - Penguin Random House (US)/Simon & Schuster (UK).
18. Reiter-Palmon, R., Fisher, C. M., & Mueller, J. S. (Eds.). (2020). *Creativity at Work: A Festschrift in Honor of Teresa Amabile*. Palgrave Macmillan.

EDITED BOOK CHAPTERS

19. Fisher, C. M. & Amabile, T. M. (2023). Stimulate creativity by fueling passion. In C. Pearce & E. Locke (Eds.) *Handbook of Principles of Organizational Behavior*, 3rd Edition. John Wiley & Sons.
20. Fisher, C. M., Demir-Caliskan, O.*, Hua, M. Y.*, & Cronin, M. A. (2021). Trying not to try: The paradox of intentionality in jazz improvisation and its implications for organizational scholarship. In R. Bednarek, M. P. Cunha, J. Schad, & W. Smith (Eds.) *Interdisciplinary Dialogues on Organizational Paradox, Research in the Sociology of Organizations, Vol. 73B* (pp. 125-139). Emerald Publishing.
21. Fisher, C. M., Ananth, P.*, & Demir-Caliskan, O.* (2020). A winding road: Teresa Amabile and creative process research. In R. Reiter-Palmon, C. M. Fisher, & J. S. Mueller (Eds.), *Creativity at Work: A Festschrift in Honor of Teresa Amabile* (pp. 35-46). Palgrave Macmillan.

22. Fisher, C. M., Sanchez, J., Berry, J., & Xie, W. X.* (2020). Who (and how many) made this? How crediting authorship affects creativity evaluations. In A. S. McKay, R. Reiter-Palmon, & J. C. Kaufman (Eds.), *Creative Success in Teams* (pp. 168-188). Academic Press.
23. Barrett, F. J., Huffaker, J.*, Fisher, C. M., & Burgaud, D. (2018). Improvisation and transformation: Yes to the mess. In J. Neal (Ed.), *Handbook of Personal and Organizational Transformation* (pp. 2-25). Springer International Publishing.
24. Long Lingo, E., Fisher, C. M., & McGinn, K. (2014). Negotiation processes as sources of (and solutions to) interorganizational conflict. In O. B. Ayoko, N. M. Ashansky, & K. A. Jehn (Eds.), *Handbook of Research on Conflict Management* (pp. 308-327). Edward Elgar Publishing.
25. Wageman, R. & Fisher, C. M. (2014). Who's in charge here? The team leadership implications of authority structure. In D. Day (Ed.), *The Oxford Handbook of Leadership and Organizations* (pp. 455-481). Oxford University Press.
26. Fisher, C. M. & Amabile, T. M. (2009). Creativity, improvisation, and organizations. In T. Rickards, M. A. Runco, & S. Moger (Eds.) *The Routledge Companion to Creativity* (pp. 13-24). Routledge.
27. Amabile, T. M. & Fisher, C. M. (2009). Stimulate creativity by fueling passion. In E. Locke (Ed.) *Handbook of Principles of Organizational Behavior, 2nd Edition* (pp. 481-497). John Wiley & Sons.

REFEREED BEST-PAPER PROCEEDINGS

28. Goh, K. T., Fisher, C. M., & Sommer, S. A. (2015). To go fast, go slow: Effect of phase durations on team performance trajectories in experimentation. In J. Humphreys (Ed.), *Best Paper Proceedings of the Seventy-Fifth Annual Meeting of the Academy of Management*.
29. Fisher, C. M. (2014). Intervening when the time is right: How the timing of formal interventions affects group process and decisions. In J. Humphreys (Ed.), *Best Paper Proceedings of the Seventy-Fourth Annual Meeting of the Academy of Management*.
30. Fisher, C. M. (2010). Better lagged than never: The lagged effects of process interventions on group decisions. In L. A. Toombs (Ed.), *Best Paper Proceedings of the Seventieth Annual Meeting of the Academy of Management*.
 - “William H. Newman Award for Best Paper Based on a Dissertation”
 - “Best Paper Based on a Dissertation, Organizational Behavior Division,” Academy of Management

PRACTITIONER-ORIENTED POSTS AND REPORTS

31. Fisher, C. M. (2022, December). Why sustaining creativity and innovation is vital for fostering future business leaders. *Maddyness UK*. <https://www.maddyness.com/uk/2022/12/01/why-sustaining-creativity-and-innovation-is-vital-for-fostering-future-business-leaders/>
32. Landis, B. & Fisher, C. M. (2021, August). Reactions to unsolicited advice in the workplace. *SPSP Character and Context Blog*. <https://www.spsp.org/news-center/blog/landis-coworker-unsolicited-advice>
33. Fisher, C. M. (2021, May). Groupthink: What it is and how to avoid it. *The Conversation UK*. Retrieved from: <https://theconversation.com/groupthink-what-it-is-and-how-to-avoid-it-161697>
34. Fisher, C. M. (2018). Out of the shallows into the deep. *The HR Director*, 162, 34.
35. Fisher, C. M. (2018, February). How to help rather than micromanage. *HR Magazine*. Retrieved from: <http://www.hrmagazine.co.uk/article-details/how-to-help-rather-than-micromanage>
36. Fisher, C. M. (2017, April). Priming teams: To do it or not? *HRZone*. Retrieved from: <https://www.hrzone.com/perform/people/priming-teams-to-do-it-or-not>

37. Fisher, C.M. (2013). Creative collaboration: Innovation and creativity in teams. In R. Wageman (Ed.), *Team Effectiveness*. The Marketing & Management Collection, Henry Stewart Talks Ltd.: London.
38. Fisher, C. M. (2007). *What team leaders see: Towards an understanding of the timing of team leader coaching interventions* (Report No. 6). Washington, D.C.: Intelligence Technology Innovation Center at the Central Intelligence Agency.

MANUSCRIPTS UNDER REVIEW (TITLES OMITTED FOR BLIND REVIEW)

Revisions Requested

Liu, L.*, Kilduff, M. J., Lee, S., & Fisher, C. M. (2nd invitation to revise and resubmit at *Journal of Applied Psychology*).

Long Lingo, E., Demir-Caliskan, O., van Hulst, M., Fisher, C. M., & Jansen, K. (*Organization Studies*).

Under Initial Review

Pizzinato, M.* & Fisher, C. M. (2024). Creative curation: The promises and perils of curation as a creative endeavor. To appear in J. Goncalo & J. Katz (Eds.) *The Research Handbook on Workplace Creativity*. Edward Elgar Publishing.

Yip, J. & Fisher, C. M. Listening gone wrong: The five deadly sins of listening at work. Proposal under review at *Harvard Business Review*.

PRESENTATIONS

Academy of Management Annual Meeting – 28 papers and symposia presented

Interdisciplinary Network for Group Research Conference – 10 papers presented

International Symposium on Process Organization Studies – 4 papers and workshops presented

European Group for Organisational Studies (EGOS) – 3 papers presented

Israel Organizational Behavior Conference – 2 papers presented

People and Work Conference at Wharton – 1 paper presented

Selected Recent Refereed Conference Presentations

Ananth, P. & Fisher, C. M. (2024, August). Understanding The Episodic Development and Release of Ideas for Ambitious Creative Projects. In E. S. Son, E. Lua, & Q. Gong (Chairs), *The Creative Journey: From Ideation to Evaluation*. Symposium presented at the meeting of the Academy of Management, Chicago, IL.

Pizzinato, M.,* Cortland, C., Fisher, C. M., & Harvey, S. (2023, August). Paying the Price of Migration: Toward a Theory of Women's Identity, Status, and Stigma at Work. In M. Pizzinato (Chair), *New Perspectives on Migration and Multiculturalism in Organizations*. Symposium accepted at the meeting of the Academy of Management, Boston, MA.

Hua, M. Y.,* Fisher, C. M., & Harvey, S. (2023, August). Elaborative Play: Crystallizing Nascent Ideas in Circus R&D Groups. In B. Lucas & C. Chui (Chairs), *So, You Have an Idea, What Next? Exploring Creativity After Initial Idea Generation*. Symposium accepted at the meeting of the Academy of Management, Boston, MA.

Ananth, P. & Fisher, C. M. (2022, August). Building worlds: Enduring dilemmas and the process of developing a body of creative work. In Y. Luan, L. Fink, & A. Richter (Chairs), *Unpacking the Relationship between Subjective Time and Creativity*. Symposium presented at the meeting of the Academy of Management, Seattle, WA.

Liu, L.* & Fisher, C. M. (2021, August). *Good to be passionate? The conflicting effects of leader passion on follower creativity*. Paper accepted at the meeting of the Academy of Management.

Demir-Caliskan, O.* & Fisher, C. M. (2021, August). A qualitative study of how coworking can spark learning and creativity over time in makerspaces. In G. Fetzer (Chair), *Good Times, Bad Times*:

Temporal Perspectives on Creative Work. Symposium presented at the meeting of the Academy of Management, Vancouver, B.C.

Xie, W. X.* & Fisher, C. M. (2020, August). How do members' uncertainty perceptions affect leadership claiming and granting in teams? In N. Xu & J. Kiker (Chairs), *Shared Leadership in Context: The Mutual Influences of Situation and Process*. Symposium accepted at the meeting of the Academy of Management.

Fisher, C. M., Cornelius, P.,* Sanchez, J., & Kaya, S.* (2020, April). *Betting on the pack: The bias toward team entrepreneurs in investor crowdfunding decisions*. Paper accepted at the meeting of the Production and Operations Management Society, Minneapolis, MN.

Invited Seminars and Presentations

2024	Imperial Business Design Studio	2015	University College London
2023	University of Bath Warwick Business School	2015	SUNY-Stonybrook IDEO Palo Alto
2021	PrOPEL HUB – ERSC (Keynote) Innovation North at Ivey School of Business, University of Western Ontario NOVA University – Lisbon	2013	P&G's Clay Street Project IDEO Boston
	Alliance for Financial Inclusion HKUST	2012	Cambridge Health Alliance-Harvard Medical School Psychiatry Grand Rounds
2019	University of Cambridge, Judge Business School (OTIS) Coaching in Leadership and Healthcare Conference, Institute of Coaching, Harvard Medical School and McLean Hospital	2011	Boston Facilitators Roundtable IDEO Palo Alto
2018	University of Surrey ESMT HBS/HKS Behavioral Insights – London	2010	Boston University School of Management Brandeis University International Business School
2017	Wharton OB Conference		IDEO Boston
2016	Creativity Collaboratorium at Boston College	2009	ESMT ESSEC Business School
2015	IESE		INSEAD McGill University
		2008	Emerson College

HONORS, AWARDS, AND GRANTS

Research Honors, Awards, and Grants

Finalist, *Academy of Management Review* Best Paper Award, 2019

Honorable Mention, Award for Outstanding Published Article in Positive Organizational Scholarship, Center for Positive Organizations at University of Michigan, 2019

Finalist, Best Paper Award, Managerial and Organizational Cognition Division, Academy of Management, 2018

Peter Paul Career Development Professorship, Boston University, 2011-2014

Best Symposium Award (Participating Author), Organizational Behavior Division, Academy of Management, 2012

William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management, 2010

Best Paper Based on a Dissertation, Organizational Behavior Division, Academy of Management, 2010

Hansjoerg Wyss Award for Excellence in Doctoral Research, Harvard Business School, 2010

Finalist, Frederic M. Jablin Dissertation Award, International Leadership Association, 2010

Nebel T&L Fellowship for Dissertation Completion, 2009

State Farm Doctoral Dissertation Award, General Business, 2008

Finalist, INFORMS/*Organization Science* Dissertation Competition, 2008

“Next Generation” Fellowship, Program on Negotiation at Harvard Law School, 2005

Teaching Honors

UCL Student Choice Awards

Nominee, Brilliant Research-based Education, 2020

Nominee, Outstanding Research Supervision Award, 2019

Finalist, “Favorite Professor” Award, Boston University PEMBA Class of 2015

Service Honors

Best Reviewer Award, *Organizational Behavior and Human Decision Processes*, 2023

Small Group Research Best Reviewer Award, 2021-2022

Outstanding/Best Reviewer Awards, Academy of Management Annual Conference

Organizational Behavior Division, 2009, 2016, 2023, 2024

Managerial and Organizational Cognition Division, 2014

Founding Fellow (Honorary), Institute of Coaching Professional Association, 2012-14

International Association of Jazz Educators “Award for Service to Jazz Education,” 2002

TEACHING EXPERIENCE

University College London (2015-present): Average Instructor Ratings = 4.8/5.0

Module Lead: *Leading High-Performance Teams* (Master’s) (2015-2022)
Creativity and Critical Thinking Skills (Master’s) (2019, 2020)
Leading Global Teams (MBA) (2020-present)

Management Writing and Presentation Skills (MRes/PhD) (2021-2023)

Design of Management Research Projects (MRes/PhD) (2022-2023)

Guest Instructor: *Qualitative Research Methods for Management* (PhD) (2019-2023)

Ph.D. Advising: Wen-Xin Xie (2021, primary advisor)

Mel Hua (2021, primary advisor)

Ozumcan Demir-Caliskan (2023, primary advisor)

Martina Pizzinato (G4, secondary advisor)

Daniel O’Sullivan (G4, secondary advisor)

Jacob Venet (G3, primary advisor)

Abhishek Parajuli (G1, secondary advisor)

Ph.D. Examiner: Jung Won Lee (2019, viva examiner)

Poornika Ananth (2020, upgrade committee)

Lei Liu (2020, upgrade committee)

Nuria Tolsa Caballero (2021, upgrade committee)

Jennifer Lynch (2021, external viva examiner, London Business School)

Gina Palermo (2022, external viva examiner, London Metropolitan University)

Shivaang Sharma (2022, upgrade committee)

Aardra Chandra Mouli (2022, upgrade committee)

Sandra Kaya (2023, external viva examiner, Universitat Pomeu Fabra)

Velvetina Lim (2024, viva examiner)

Boston University (2010-2015): Average Instructor Ratings = 4.5/5.0

Courses: *Seminar on Micro-Organizational Behavior* (Doctoral)

Team Learning (Executive MBA)

Leading High Performance Groups and Teams (MBA & Undergrad)

Ph.D. Advising: Jeffrey Yip (secondary advisor, 2014)

Executive Education: *Leading for Creativity and Innovation* (Course Director, UCL SoM Open Enrollment) (2023-present)

Leading Collaboration (BP Future CIOs)

Leading High Performance Teams (Guangdong (China) Leadership Program at Yale University; BARBRI; P&G's Clay Street Project)
Managing People (Mini-MBA for In-house Counsel)
The Progress Principle (NHS Blood & Transfusions Senior Leadership Development Program)

PROFESSIONAL SERVICE

Editorial and Advisory Board Memberships

Academy of Management Journal (2023-present)
Academy of Management Discoveries (2024-present)
Organizational Behavior and Human Decision Processes (2021-present)
Journal of Organizational Behavior (2021-present)
Small Group Research (2017-present)
Institute of Coaching Scientific Advisory Council (2011-2013; 2018-2020)

Selected Ad-hoc Reviewing

Academy of Management Review; *Administrative Science Quarterly*; *Human Relations*; *Journal of Business Venturing*; *Journal of Management Studies*; *Journal of Personality and Social Psychology*; *Organization Science*; *Organization Studies*

Conference Organization

Creativity Collaboratorium (Group for Researchers of Creativity in Organizations)
Co-founder, 2013; Annual Meeting co-organizer, 2013, 2015, 2019, 2021-2024
Conference on Creativity Research and the Work of Teresa Amabile, Conference co-organizer (with Jennifer Mueller), Harvard Business School, 2019

PDW Facilitator or Presenter

Academy of Management Annual Meeting: *Cognition in the Rough* (2017-2019, 2021-2022, 2024); *Presenting in the Rough* (2018); *Visualizing Qualitative Data and Theory* (2024); *What Were You Thinking?: Developing Cognitive Sensibilities for Inductive Coding* (2018); *Navigating Qualitative Dissertations: Advice from the Experts* (2017, 2021, 2022); *An Insider's Guide to the Job Market* (MOC/OMT, 2012). **PROS Conference:** *Visualizing Qualitative Data and Theory* (2022, 2023). **Israel Organizational Behavior Conference:** *Finding the Golden Path Between Academic Career and Family* (2018). **Wharton Organizational Behavior Conference:** Rapid Research Presentations (2018); Teamwork and Group Processes Discussion Moderator (2019)

Awards Committees

Academy of Management Annual Meeting: *Best Student-Led Paper Award* Committee, MOC Division (2019-2021); *Best Symposium Award* Committee, OB Division (2016); *Best Paper Award* Committee, OB Division (2021-2023)

Interdisciplinary Network for Group Research: *J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups* (2020)

Institutional Service

University College London

Faculty of Engineering

Faculty Research Degrees Committee, 2021-2023

School of Management

Ph.D. Programme Director (Management) and Departmental Graduate Tutor, 2021-2023, 2024-present

Research Committee, 2015-2016, 2021-2023

Teaching Committee, 2021-2023

Research Ethics Committee, 2022

Academic Promotions Review Committee, 2020

Research Associate Search Committee (Chair), 2017-2019

Organisations and Innovation Group

Faculty Recruiting Committee (Chair 2019, 2021), 2019-2023

Ph.D. Admissions Committee (Chair), 2016-2021

Imperial College London

External Examiner, MRes Business (2021-2025)

Boston University School of Management

EMBA Program Development Committee, 2011-2013; Core Faculty, 2011-2015

Organizational Behavior Faculty Search Committee, 2011-2012 (Chair), 2013-14

Organizational Behavior Ph.D. Admissions Committee, 2011-2013; Comprehensive Exam Committee, 2011, 2015

SELECTED NON-ACADEMIC WORK EXPERIENCE

Either/Orchestra, trumpet, 1998–2007

Tours: U.S., 1998-2004; Europe, 1998, 2000, 2006; Africa, 2004

Down Beat Magazine “Rising Star, Big Band” 1st place, 1998-2004

The Boston Phoenix, nominated “Best Jazz Band in Boston,” 1997-2006,
1st place: 1997, 1999

Boston Music Awards, nominated “Best Local Jazz Group,” 1998-2006,
1st place 2000, 2003

Selected Discography ([Listen on Spotify](#))

Noise & Chill Out: Ethiopian Groove Worldwide (Buda Musique, 2012)

Mahmoud Ahmed and Either/Orchestra: Live in Paris (DVD, Buda Musique, 2007)

Live in Addis (Ethiopiquest/Buda Musique, 2004)

Neo-Modernism (Accurate Records, 2003)

Afro-Cubism (Accurate Records, 2002)

More Beautiful Than Death (Accurate Records, 2000)

Coalescence (Miracle Productions, 1998)

Selected Performances

Ethiopian National Music Festival, Addis Ababa, Ethiopia (Artist-in-Residence)

Festival Banlieues Bleues, Seine-Saint-Denis, France

International Festival of Movement and Dance on the Volga, Yaroslavl, Russia (Artist-in-Residence)

BankBoston Celebrity Series, Symphony Hall, Boston, MA

Phish’s Lemonwheel (side stage), Maine

Regular venues included *The Knitting Factory* (New York City, NY), *House of Blues* (Boston, MA), *Regattabar* (Boston, MA), *The Green Mill* (Chicago, IL)