

VIVIANNA FANG HE

One Canada Square, London E14 5AA, United Kingdom

Vivianna.he@ucl.ac.uk

viviannafanghe.com

ACADEMIC POSITIONS

UNIVERSITY COLLEGE LONDON School of Management Associate Professor (with tenure)	London, United Kingdom <i>Jan 2025–</i>
UNIVERSITY OF ST. GALLEN School of Management Director, Institute of Responsible Innovation Associate Professor (with tenure)	St. Gallen, Switzerland <i>Jan 2023–Dec 2024</i> <i>Aug 2022– Dec 2024</i>
ESSEC BUSINESS SCHOOL Department of Management Associate Professor (with tenure) Associate Professor	Paris, France <i>June 2021– July 2022</i> <i>Oct 2020– May 2021</i>
SWISS FEDERAL INSTITUTE OF TECHNOLOGY (ETH), ZURICH Department of Management, Technology, & Economics Oberassistentin Lecturer	Zürich, Switzerland <i>June 2016–Sep 2020</i> <i>June 2013–May 2016</i>

EDUCATION

SWISS FEDERAL INSTITUTE OF TECHNOLOGY (ETH), ZURICH Group of Strategic Management & Innovation, Department of Management, Technology, & Economics Habilitation in Innovation & Entrepreneurship • Thesis: Collaborative Organizing for Innovation & Entrepreneurship • Academic mentor: Georg von Krogh	Zürich, Switzerland <i>June 2013–Sep 2020</i>
THE GEORGE WASHINGTON UNIVERSITY, SCHOOL OF BUSINESS PhD in Management • Dissertation: Learning from Failure: The Making of Entrepreneurial Leaders • Committee: George Solomon (Chair), James Bailey (Co-Chair), Christopher Kayes, Sheetal Singh, & Shyam Giridharadas	Washington DC, USA <i>Aug 2008–May 2013</i>
XIAMEN UNIVERSITY, SCHOOL OF MANAGEMENT Bachelor of Science, Tourism & Hospitality Management	Xiamen, China <i>Sep 2002–July 2006</i>
SINGAPORE MANAGEMENT UNIVERSITY, LEE KONG CHIAN SCHOOL OF BUSINESS Exchange student	Singapore <i>Aug 2004–June 2005</i>

AWARDS & FELLOWSHIP

- **Teaching Innovation Award**, School of Management, University of St. Gallen, 2023
- **Dean's Scholar**, ESSEC Business School, 2022
- **Best Dissertation-Based Paper Award**, Academy of Management, *OB Division*, 2020
- **Dissertation Fellowship**, Center for Entrepreneurial Excellence, George Washington University (2012-13)

- **Best Paper Award**, International Council for Small Business World Conference, *Psychology of Entrepreneurship Track*, 2012
- **Doctoral Fellowship**, School of Business, The George Washington University (2008-2012)

PUBLICATION IN PEER-REVIEWED JOURNALS

1. Wesemann H, Sirén C, **He VF**, Grichnik D & Wincent J. (2024) The two faces of hierarchy: CEO power and TMT learning diversity in technology venture innovation. *Small Business Economics*.
2. **He VF**, Tröbinger M & Murray A. (2024) The crowd beyond funders: An integrative review of and research agenda for crowdfunding. *Academy of Management Annals*.
3. **He VF** & Puranam P. (2024) Some challenges of the “New DAOism”: A comment on KlimaDAO. *Journal of Organization Design*.
4. Tinguely P, Lee JH & **He VF**. (2023) Designing human resource management systems in the age of AI. *Journal of Organization Design*.
5. Clarysse B, **He VF** & Tucci C. (2022) How the Internet of Things reshapes the organization of innovation and entrepreneurship. *Technovation*, 118, 102644.
6. **He VF**, von Krogh G & Sirén C. (2022) Expertise diversity, informal leadership hierarchy, and team knowledge creation: A study of pharmaceutical research collaborations. *Organization Studies*, 43(6), 907-930.
7. **He VF**, von Krogh G, Sirén C & Gersdorf T. (2021) Asymmetries between partners and the success of university–industry collaborations. *Research Policy*, 50(10), 104356.
8. Shrestha YR, **He VF**, Puranam P & von Krogh G. (2021) Algorithmic induction through machine learning: Can we use predictions to theorize? *Organization Science*, 32(3), 856-880. (Shared first authorship)
9. **He VF**, Puranam P, Shrestha YR & von Krogh G. (2020) Resolving governance disputes in online communities: A study of license decisions in open source software projects. *Strategic Management Journal*, 41(10), 1837-1868. (Shared first authorship)
10. Sirén C, **He VF**, Wesemann H, Jonassen Z, Grichnik D & von Krogh G. (2020) Leader emergence in nascent venture teams: The interplay between individual emotion regulation and team emotions. *Journal of Management Studies*, 57(5), 931-961.
11. Gersdorf T, **He VF**, Schlesinger A, Koch G, Widmer H & von Krogh G. (2019) Demystifying industry-academia collaborations in drug discovery. *Nature Reviews Drug Discovery*, 18, 743-744.
12. **He VF**, Sirén C, Singh S, Solomon GT & von Krogh G. (2018) Keep calm and carry on: Emotion regulation in entrepreneurs’ learning from failure. *Entrepreneurship Theory & Practice*, 42(4), 605-630.
13. Späth S, von Krogh G & **He VF**. (2015) Perceived firm attributes and intrinsic motivation in sponsored OSS projects. *Information Systems Research*, 26(1), 224-237. (Shared first authorship)

PUBLICATION IN PROFESSIONAL JOURNALS & CONFERENCE PROCEEDINGS

14. **He VF** & Puranam P. (2022) Organizing in the Metaverse. INSEAD Knowledge, June, 2022.
15. **He VF**. (2021) What makes a successful partnership between industry and academia? ESSEC Knowledge, Oct, 2021.
16. **He VF**. (2021) In the age of AI, do we still need researchers? ESSEC Knowledge, Special Issue “Artificial Intelligence and Technological Transformation,” April, 2021.
17. Wedl C, Ben-Menahem S, **He VF** & von Krogh G. (2018) What is innovation anyway? Creation of coercive and formal control for innovation processes. Academy of Management Annual Meeting Best Paper Proceeding.
18. **He VF**, Sirén C, Singh S & Solomon GT. (2012) Why do some entrepreneurs fail forward (while others do not)? A moderated mediation model of entrepreneurial learning, emotional intelligence, and goal orientation. International Council for Small Business World Conference Best Paper Proceeding.

CASE STUDIES & BOOK CHAPTERS

19. Tröbinger M & **He VF**. (2024) Wildling shoes: Scaling up Re:Generation.
20. **He VF** & Mei Y. (2023) Somewhere beyond the Clouds: How did ON penetrate the Chinese market? CEIBS Best China Case Selection.

21. He VF & Puranam P. (2023) Collaborative organizing: Managing conflict without authority, in Snow & Fjeldstad (Eds.) *Designing Adaptive Organizations*. Cambridge University Press.
22. He VF & Krähenmann G. (2021) (Not) Learning from failure? The heavy toll of stigma on entrepreneurs, in Todt, Backmann, & Weiss (Eds.) *Work Life after Failure*. Emerald Publishing.

WORKING PAPERS IN THE REVIEW PROCESS [Title masked to facilitate blind review]

1. [Machine learning and multi-modal data] conditional accepted by *Strategic Entrepreneurship Journal*, with Shrestha Y.
2. [Learning from collaboration failure] 2nd R&R to *Organization Science*, with Jonassen Z & von Krogh, G.
3. [Redesign the collaboration framework] 1st R&R to *Administrative Science Quarterly*, with Massa F.
4. [Collaborative design of innovation controls] 1st R&R to *Academy of Management Journal*, with Ben-Menahem S, Wedl C, & von Krogh G.
5. [Algorithms and theories of emotion], 1st R&R to *Academy of Management Journal*, with Stroe S, Burkhard B, Sirén C & Souitaris V.
6. [Human-AI co-creativity], under review in *Academy of Management Review*, with Shrestha Y, Puranam P & Miron-Spektor E.
7. [Algorithms and the scientific method] under review in *Strategic Management Journal*, with Puranam P.
8. [XR research collaboration] under review in *Science*, with van Zelder A et al.

OTHER WORKING PAPERS

9. Trust in virtual collaboration, with Landau D, Stern I & Vanneste B (*online experiments completed; in re-write phase*)
10. Balancing participation and convergence in deliberation: Experimental evidence from online forums, with Tröbinger M & Puranam P. (*online experiments completed; in write-up phase*)
11. The use of digital avatars and team creativity, with He TY & Miron-Spektor E. (*lab experiments conducted in Singapore, Paris and St. Gallen; in data analysis phase*)
12. Learning from Gen AI: Experimental evidence from medical diagnoses, with Liu SH & Puranam P. (*field experiment completed*)
13. A moral discourse: Effects of moral language on dispute resolution approaches in Wikipedia, with Tey KS & Swab R. (*data analysis & write-up*)

RESEARCH GRANTS/THIRD-PARTY FUNDING

1. Leading and Coordinating Knowledge Creation in Online Communities, funded by *Swiss National Science Foundation*, Grant total: CHF 439,574 (As CO-PI, with Georg von Krogh & Shiko Ben-Menahem)
2. Learning More when Learning Together: Antecedents and Consequences of New Venture Team Learning, funded by *Swiss National Science Foundation*, Grant total: CHF 378,041 (As CO-PI, with Dietmar Grichnik, Charlotta Sirén, & Georg von Krogh)
3. Unleashing the Potential for Innovation, funded by *Omya, Switzerland*. Grant total: CHF 85,000, (As CO-PI, with Georg von Krogh & Shiko Ben-Menahem)
4. Towards Effective Project Leadership and Collaborative Structure: A Study of Research Collaborations between NIBR and Academic Partners, funded by *Novartis, Basel Switzerland & Cambridge USA*. Grant total: CHF 35,000 (As CO-PI, with Georg von Krogh)
5. Building a Proactive Organization, funded by *PricewaterhouseCoopers (PwC), Switzerland*. Grant total: CHF 30,000, (As CO-PI, with Georg von Krogh & Shiko Ben-Menahem)
6. Digital technologies for better healthcare, funded by *Angel Pharmaceuticals, New York, USA & Shanghai, China*. Grant total: CHF 30,000 (As PI)

CONTRIBUTIONS TO CONFERENCES

1. Tey K. S., He, V. F., & Swab R. (2024) Negotiating sustainability transformation, *International Association for Conflict Management annual conference*, Singapore.

2. **He, V. F.** (2024) Creative together: A framework for ensembling human and AI ideation. *Artificial Intelligence and Digital Innovation Symposium*, St. Gallen, Switzerland.
3. **He, V. F.**, Tröbinger, M., & Puranam, P. (2024) Balancing participation and convergence in deliberation: Experimental evidence from online forums. *Organization Science Winter Conference*, Zurich, Switzerland.
4. Nagaraj, A. & **He, V. F.**, (2023) Managing the Metaverse: The implications of augmented and virtual reality for management research. *Academy of Management Annual Meeting*, Boston, USA.
5. Tröbinger, M., & **He, V. F.** (2023) The crowd beyond funders: An integrative review of and research agenda for crowdfunding. *Academy of Management Annual Meeting*, Boston, USA.
6. **He, V. F.**, (2022) Scaling up without blowing up: How collaborative organizing manages conflict. *Strategic Management Society Conference*, London, UK.
7. Shrestha Y. R. & **He, V. F.**, (2022) Integrating multimodal data and machine learning for entrepreneurship research. *Academy of Management Annual Meeting*, Seattle, USA.
8. **He, V. F.**, Sirén, C., Jonassen, Z., Wesemann, H., von Krogh, G. & Grichnik, D. (2021) A story well told: Communication shape the fate of venture ideas. *Strategic Management Society Annual Conference* (virtual).
9. **He, V. F.** (2021) Towards a coherent (and digestible!) paper, in symposium “Digital data/Digital contexts: Advancing the possibilities of qualitative research” *Academy of Management Annual Meeting* (virtual).
10. Tinguely, P., **He, V. F.**, Ben-Menahem, S., & von Krogh, G. (2020) The relation between mentor-protégé LMX disagreement and protégés’ turnover intentions. *Academy of Management Annual Meeting* (virtual). [Won the AoM OB Division Best Dissertation-Based Paper Award]
11. **He, V. F.**, Sirén, C., Jonassen, Z., Wesemann, H., von Krogh, G. & Grichnik, D. (2020) The lasting effect of idea framing on idea development and nascent venture team survival. *Strategic Management Society Special Conference*, (virtual). [Nominated for the SMS Best Conference Paper Award]
12. Tinguely, P., Ben-Menahem, S., **He, V. F.**, & von Krogh, G. (2019) Creativity under time pressure? When resources buffer energy depletion. *Academy of Management Annual Meeting*, Boston, USA.
13. Tinguely, P., **He, V. F.**, Ben-Menahem, S., & von Krogh, G. (2019) Newcomer socialization under multiple team membership: The pivotal role of polychronicity. *Academy of Management Annual Meeting*, Boston, USA.
14. **He, V. F.**, Jonassen, Z., von Krogh, G., Sirén, C., Wesemann, H., & Dietmar, G. (2018) Leader emergence in nascent venture teams: The critical role of individual emotion regulation and team emotions. *Academy of Management Specialized Conference: From Start-up to Scale-up*, Tel Aviv, Israel.
15. Wedl, C., Ben-Menahem, S., **He, V. F.**, & von Krogh, G. (2018) What is innovation anyway? Creation of concertive and formal control for innovation processes. *Academy of Management Annual Meeting*, Chicago, USA.
16. Wesemann, H., Sirén, C., **He, V. F.**, & Dietmar, G. (2018) Learn, learn, but not the same way: How does TMT learning influence radical innovation in SMEs? *Academy of Management Annual Meeting*, Chicago, USA.
17. **He, V. F.**, Gersdorf, T. & von Krogh, G. (2018) Asymmetric and Uncertain? Knowledge Creation in Teams with Expertise Diversity. *Annual conference of the European Academy of Management*, Reykjavik, Iceland.
18. Tinguely, P., Ben-Menahem, S., **He, V. F.**, & von Krogh, G. (2018) Showing resilience in time of change: Intelligent career strategies through innovation. *7th LAEMOS Colloquium*, Buenos Aires, Argentina.
19. Gersdorf, T., **He, V. F.**, & von Krogh, G. (2018) Developing resilience against uncertainty in intra- and interorganizational innovation teams. *7th LAEMOS Colloquium*, Buenos Aires, Argentina.
20. **He, V. F.**, Gersdorf, T., & von Krogh, G. (2017) Many conductors, one symphony? Leading knowledge creation in multidisciplinary teams. *Academy of Management Annual Meeting*, Atlanta, USA.
21. **He, V. F.**, Gersdorf, T. & von Krogh, G. (2017) At the interface: Spanning multiple boundaries in collaborative innovation. *Academy of Management Annual Meeting*, Atlanta, USA.
22. Tinguely, P., Ben-Menahem, S., **He, V. F.**, & von Krogh, G. (2017) Innovation under time pressure: The pivotal role of energy and temporal leadership. *Academy of Management Annual Meeting*, in Atlanta, USA.
23. Gersdorf, T., **He, V. F.**, & von Krogh, G. (2017). Leading knowledge creation across the firm boundary. *Organization Science Winter Conference*, Park City, USA.

24. Ben-Menahem, S., **He, V. F.**, Tinguely, P. & von Krogh, G. (2016) Many leaders make innovative work? The pivotal role of employees' knowledge sharing and polychronicity. *Strategic Management Society Conference*, Berlin, Germany
25. **He, V. F.**, Gersdorf, T. & von Krogh, G. (2016) The emergence of shared leadership structure in collaborative knowledge creation. *Academy of Management Annual Meeting*, Anaheim, USA.
26. Ben-Menahem, S., **He, V. F.**, Tinguely, P. & von Krogh, G. (2016) Many leaders make innovative work? The pivotal role of employees' knowledge sharing and polychronicity. *Academy of Management Annual Meeting*, Anaheim, USA.
27. **He, V. F.**, Shrestha Y. R., Puranam P., von Krogh G. (2015) The emergence of consensus in non-hierarchical organizations: A Quantitative Inductive Study. *Strategic Management Society Conference*, Denver, USA. [Nominated for the SMS Best Conference Paper Award]
28. **He, V. F.**, Shrestha Y. R., Puranam P., von Krogh G. (2015) The emergence of consensus in non-hierarchical organizations: A study of OSS projects in GitHub. *Open and User Innovation Society Meeting*, Lisbon, Portugal.
29. **He, V. F.**, Gersdorf, T. & von Krogh, G. (2015). "What glues it all together?" The role of leadership and goal orientation in multi-boundary teams. European Groups for Organizational Studies Colloquium, in Athens, Greece.
30. Schneider, A., **He, V. F.** & Erden, Z. (2014) The social justification of creative ideas: An inductive study of drug discovery teams. *Academy of Management Annual Meeting*, Philadelphia, USA.
31. **He., V. F.**, von Krogh, G., & Spaeth, S. (2014) Perceived firm attributes and intrinsic motivation in sponsored OSS projects. *User and Open Innovation Workshop*, Boston, USA.
32. **He, V. F.**, Sirén, C., Singh, S., Solomon, T. & von Krogh, G. (2013) Offsetting the diminishing returns of failure experience: The role of emotion regulation. *Academy of Management Annual Meeting*, Orlando, USA.
33. **He, V. F.**, Rechsteiner, L. & von Krogh, G. (2013) Leading to innovate. *European Groups for Organizational Studies Colloquium*, Montréal, Canada.
34. **He, V. F.**, & Sirén, C. (2013) From failure to entrepreneurial leaders: An emotionally charged learning journey. *Annual conference of the European Academy of Management*, Istanbul, Turkey.
35. **He, V. F.**, Gasda, J.-M., Fueglistaller, U., & Fust, A. (2012) Addressing tensions within the knowledge creation process of small- and medium-sized enterprises. *Rencontres de St-Gall, St. Gallen*, Switzerland.
36. **He, V. F.** (2012) Entrepreneurs' learning from failure & transformational leadership: A moderated mediation model. *Oikos Young Scholars Entrepreneurship Academy*, Filzbach, Switzerland.
37. **He, V. F.** (2012) Learning from failure: The making of successful entrepreneurs. *Academy of Management Annual Meeting*, Boston, USA.
38. Bachrach, D., Nielsen, T., Harvey, J. Hui, C. & **He, V. F.** (2012) Paying it forward: A trickle-down model of OCB. *Academy of Management Annual Meeting*, Boston, USA.
39. **He, V. F.**, Sirén, C., Singh, S., & Solomon, G.T. (2012) Why do some entrepreneurs fail forward (while others do not)? A moderated mediation model of entrepreneurial learning, emotional intelligence, and goal orientation. *International Council for Small Business World Conference*, Wellington, New Zealand.
40. Kang, J., **He, V. F.**, & Cortina, J. (2012) Abusive Supervision and its negative consequences: A meta-analysis. *Society for Industrial and Organizational Psychology Annual Conference*, San Diego, USA.
41. **He, V. F.**, Tsay, C., & Lee, J. (2011) A theoretical framework of entrepreneurial learning from failure. *International Council for Small Business World Conference*, Stockholm, Sweden.
42. **He, V. F.** (2011) Entrepreneurial passion and venture performance. *US Association of Small Business & Entrepreneurship Annual Conference Doctoral Consortium*, Hilton Head Island, USA.
43. **He, V. F.** (2010) Looking beyond social performance: How do employee-focused corporate social responsibility practices contribute to a more satisfied, committed workforce? *Ivey PhD Sustainability Academy*, London, Canada.
44. **He, V. F.** & Nielsen, T. (2010) The complex linkage between leader member exchange and organizational citizenship behavior. *Academy of Management Annual Meeting*, Montreal, Canada.

INVITED RESEARCH TALKS

1. Decentralized consensus formation, University College London, London, UK, March 2024.
2. Adaptive redesign, University of Southern Denmark, Sep 2023.
3. Taking control: Collaborative design of a control system that enables innovation, National University of Singapore, Singapore, Mar 2023.
4. Taking control: Collaborative design of a control system that enables innovation, University of Zurich, Zurich, Switzerland, Mar 2023.
5. Scaling up without blowing up: How Bitcoin collective manage growth-driven conflict, University of Geneva, Geneva, Switzerland, Dec 2022.
6. Scaling up without blowing up: How Bitcoin collective manage conflict that emerge with growth, INSEAD, Singapore, Nov 2022.
7. Scaling up without blowing up: How Bitcoin collective manage conflict that emerge with growth, Bayes Business School, London, Oct 2022.
8. Scaling up without blowing up: How the Bitcoin movement manages conflict, NTU Business School, Aug 2022.
9. The leaderless revolution: How Bitcoin movement manages internal conflict. University of St.Gallen, Feb 2022.
10. AI in organizational science. ESSEC Business School, Metalab AI Guild research seminar, Nov 2021.
11. A story well told: Communication and survival of venture ideas. Rotterdam School of Management, Feb 2021.
12. Algorithm supported Induction: Approach and Illustration. Organizational Design Community, Dec 2020.
13. Resolving disputes in communities: A study of software licenses. Ludwig-Maximilians-Universität Munich, Nov 2020.
14. Managing conflict in collaborative innovation communities. MIT Innovation Lab, July 2020.
15. Resolving disputes in communities: A study of software licenses. EPFL, June 2020.
16. Top management team learning and power asymmetries in technology ventures. ESSEC Business School, June 2020.
17. New venture team formation. INSEAD-SMU-ESSEC joint seminar, Singapore, Dec 2019.
18. Leader emergence in new venture teams: The interplay between individual emotion regulation and team emotions. Babson College, Boston, USA, Nov 2019.
19. Leader emergence in new venture teams. EPFL, Lausanne, Switzerland, Oct 2019.
20. Asymmetric and uncertain? Knowledge creation in self-managed expert teams. China Europe International Business School (CEIBS), Shanghai, China, Feb 2018.
21. Keep calm and carry on: Emotion regulation in entrepreneurs' learning from failure. Imperial College Business School, London, UK, Sep 2016.
22. Keep calm and carry on: Emotion regulation in entrepreneurs' learning from failure. EPFL, Lausanne, Switzerland, Mar 2016.
23. Leading creative people: A paradox and an explanation. Max-Planck Institute, Munich, Germany, Dec 2014.

TEACHING ACTIVITIES

UNIVERSITY OF ST. GALLEN

St. Gallen, Switzerland

Social Entrepreneurship

- Bachelor's in business administration program (2023–Present)

Social Entrepreneurship in Southeast Asia and Singapore

- Master's in management program, Singapore Campus (2023–Present)

From Earth to Space and back: Lessons for Responsible Innovation

- Master's in management program (2024–Present)

AI in Organization Science Research

- An elective course open to Ph.D. students across schools (2024–Present)

ESSEC BUSINESS SCHOOL **Paris, France**
New Venture Design & Planning

• Master's in management program, online & offline hybrid teaching (2021–2022)

Entrepreneurship
• Global MBA program, online & offline hybrid teaching (2020–2022)

SWISS FEDERAL INSTITUTE OF TECHNOLOGY (ETH), ZURICH **Zurich, Switzerland**
Team Decision-making

• Certificate program in Entrepreneurial Leadership. (2021–Present)

Industry and Competitive Analysis
• Master of science & Master of advanced studies programs (2014–2022)

• Twice nominated for ETH Key Innovation in Teaching Award

Academic Writing
• Part of the orientation program for first-year Ph.D. students (2018–2019)

Entrepreneurial Learning: Theory, Practice, & Play
• Master of advanced studies program (2019–2020)

MIT SLOAN SCHOOL OF MANAGEMENT

Product and Service Development in the Internet Age

• Guest lecture on *Coordination in Open Innovation Communities* (2020 Apr)

SERVICE & LEADERSHIP

- **Conference Co-Organizer**, Decentralization in Organizations, St.Gallen, Switzerland, June 2024.
- **Special issue Co-Editor**, The internet of things: Managerial & entrepreneurial opportunities, Technovation.
- **Conference Co-Organizer**, Organizing in the Era of Digital Technology, Ascona, Switzerland, June 2019.
- **Award committee member**, International Human Resource Management Scholarly Award, Academy of Management, August 2018.
- **Organizer**, MTEC research seminar, ETH Zurich, 2016 to 2020.
- **Organizer**, Innovation Brownbag Speaker Series at the Department of Management, Technology, and Economics (MTEC), ETH Zurich, 2013 to 2016.

DISSERTATION COMMITTEES

1. Matthias Tröbinger (2020-2024) Placement: ESADE
2. Zoe Jonassen (2017–2021) Awarded SNSF Post-doctoral Scholarship. Placement: University of St. Gallen
3. Patrick Tinguely (2015–2020) Won the OB Division Best Dissertation Paper Award, AoM 2020. Placement: ETH Zurich
4. Thomas Gersdorf (2014–2019) Awarded the ETH Medal, the highest distinction for ETH graduates.

PROFESSIONAL SOCIETIES & SERVICES

- Academy of Management (Member & Reviewer, since 2010)
- Strategic Management Society (Member & Reviewer, since 2013)
- Organization Design Community (Member, since 2020)

EDITORIAL REVIEW BOARD MEMBER

- Organization Science
- Strategic Entrepreneurship Journal

SPECIAL ISSUE EDITOR

- Technovation

AD-HOC REVIEWS

- Swiss National Science Foundation
- Administrative Science Quarterly
- Academy of Management Journal
- Academy of Management Review
- Academy of Management Discovery
- Organization Studies

- Strategic Management Journal
- Research Policy
- Information Systems Review
- Information Systems Journal
- Journal of Business Venturing
- Entrepreneurship Theory and Practice
- Journal of Organization Design
- Long Range Planning
- British Journal of Management

INDUSTRY OUTREACH

1. NewSpace: Gold rush or grand challenges? Commercial Space Days, Luzern, Sep 2023.
2. Soaking it up: How to internalize external knowledge? Novartis Institutes for BioMedical Research Seminar Series, Basel, Switzerland, Sep 2021.
3. Designing effective collaborations: Can external science boost drug-hunting? Novartis Institutes for Biomedical Research Seminar Series, Basel, Aug 2019.
4. Leading creative teams. World Web Forum, Zurich, Jan 2019.
5. From diversity to creativity: Leading teams in knowledge-intensive business. Swiss Senior Executive Leadership Circle, Zurich, May 2017.
6. Sustaining client dialogue for innovation: Learning from research at PwC. PwC @12 Seminar, Zurich, 2017.
7. Many conductors, one symphony? Insights from NIBR's external research collaboration projects. Novartis Institutes for Biomedical Research Seminar Series, Basel, Jan 2017
8. China's political & economic reforms: What's new about the new Leadership? UBS Strategy Forum, 2015.

SKILLS & INTERESTS

- **Languages:** Chinese (native), English (fluent), & German (social)
- **Data analysis:** Stata, SAS, SPSS, LISREL, Mplus, & Nvivo
- **Interests:** Marathon & Triathlon