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Chair of Management and Organization  
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# Lorenzo Skade

Research Associate

## Academic Positions

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since 2018                      Research Associate at the Chair of Management and Organization  
European University Viadrina, Frankfurt (Oder), Germany

## Education

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since 2018                      Ph.D. studies in “Management and Organization”,  
European University Viadrina, Frankfurt (Oder), Germany

2018                                M.Sc. in “International Business Administration”,  
European University Viadrina, Frankfurt (Oder), Germany

2016                                B.A. in “International Business”,  
Hochschule für Technik und Wirtschaft Berlin, Berlin, Germany

## Research & Teaching Interests

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Time and temporality, strategic and organizational paradoxes, strategy-as-practice, and qualitative research methods

## Publications

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### Peer-reviewed Journal Articles

Hamdali, Y., Skade, L., Nicolini, D., Reinecke, J., Jarzabkowski, P., Vaara, E., and Zietsma, C. (in-press) Practicing Impact and Impacting Practice? Creating Impact through Practice-Based Scholarship. *Journal of Management Inquiry*.  
<https://doi.org/10.1177/10564926231219621>

| VHB-JQ3 Ranking: B

Skade, L. Wenzel, M. and Koch, J. (in-press) “Do as We Say and You’ll Be Successful”: Mundane Power in Corporate Entrepreneurship. *Journal of Product Innovation Management*. <https://doi.org/10.1111/jpim.12711>

| VHB-JQ3 Ranking: A

Skade, L.\*, Stanske, S.\*, Wenzel, M. and Koch, J. (2020), “Temporary Organizing and Acceleration: On the Plurality of Temporal Structures in Accelerators”, Braun, T. and Lampel, J. (Ed.) Tensions and paradoxes in temporary organizing (*Research in the Sociology of Organizations*, Vol. 67), Emerald Publishing Limited, Bingley, pp. 105-125. <https://doi.org/10.1108/S0733-558X20200000067011>

| \*Shared first authorship  
| VHB-JQ3 Ranking: B

### Peer-reviewed Conference Proceedings

Hamdali, Y. and Skade, L. (2023). When the Time is Made Right: Constructing Windows of Opportunity for Innovation in Practice. *Academy of Management Proceedings*, Vol. 2023, No. 1, p. 13344. <https://doi.org/10.5465/AMPROC.2023.174bp>

### Other Academic Writing

Erskine, S.E. and Skade, L. “The story behind Buchter (2021): ‘Escaping the Ellipsis of Diversity: Insider Activists’ Use of Implementation Resources to Influence Organization Policy’”. *ASQ Blog*. <https://asqblog.com/2021/12/14/podcast-buchter-2021-escaping-the-ellipsis-of-diversity-insider-activists-use-of-implementation-resources-to-influence-organization-policy/>

Skade, L. “Entrepreneurship and Emergent Technologies: From Predicting to Creating the Future”. *CASTAC Blog*. <https://blog.castac.org/2021/06/entrepreneurship-and-emergent-technologies-from-predicting-to-creating-the-future/>

### Conference Presentations

Skade, L, Koch, J, Seidl, D. (2023). Only Time Will Tell: A Time-Based Systems Perspective on the Urgency to Act on Grand Challenges. *Annual Meeting of Organizational Research 2023 (AMOR)*, October, Hamburg, Germany.

Hamdali, Y, Skade, L. (2023). When the time is made right: Constructing windows of opportunity for innovation in practice. *83<sup>rd</sup> Annual Meeting of the Academy of Management (AOM)*, August, Boston, MA, USA.

| **Winner of the Strategizing Activities and Practices Best Student Paper**

Skade, L, Koch, J, Knight, E. (2023). “Senator, We Run Ads!”: On the Legitimation of Facebook’s Negative Societal Side Effects. *39<sup>th</sup> European Group for Organization Studies (EGOS) Colloquium*, July, Cagliari, Sardinia, Italy.

Skade, L, Wenzel, M. (2023). How Dialogic Organizing Breaks Down Through the Processual Interplay of Resistance and Solidarity: The Case of the Berlin Squatter

Movement. *14<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, June, Chania, Crete, Greece.

Hamdali, Y, Skade, L. (2023). When the Time is Made Right: On the Process of Constructing Windows Of Opportunity for Innovation. *14<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, June, Chania, Crete, Greece.

Vetter, P, Koch, J, Skade, L. (2023). Creativity in Effectual Processes – From Simultaneous Variation towards Sequential Selection. *Transalpine Paper Development Workshop*, May, Linz, Austria

Vetter, P, Koch, J, Skade, L. (2023). Creativity in Effectual Processes – From Simultaneous Variation towards Sequential Selection. *Entrepreneurship as Practice Conference*, March, Lüneburg, Germany.

Skade, L, Koch, J. (2023). The Future is Already Present: Toward a Timed-based System Perspective on Urgency to Act toward Grand Challenges. *Research colloquium “Strategy as Practice”*, March, Zurich, Switzerland.

Skade, L, Koch, J, Knight, E. (2023). “Senator, We Run Ads!”: On the Legitimation of Facebook’s Negative Societal Side Effects. *Inaugural UNSW Organization and Society Network Symposium & Idea Development Workshop*, March, Sydney, Australia.

Hamdali, Y, Skade, L. (2022). On the Strategic Use of Time: Legitimizing Innovations through Windows of Opportunity. *Strategic Management Society (SMS) 42<sup>nd</sup> Annual Conference*, September, London, UK.

***Winner of the Strategy Practice Best PhD Paper***

Skade, L, Koch, J, Knight, E. (2022). “Senator, We Run Ads!”: On the Persistence of Facebook’s Strategic Paradoxical Tensions. *82<sup>nd</sup> Annual Meeting of the Academy of Management (AOM)*, August, Seattle, WA, USA.

Skade, L, Lehrer, E, Hamdali, Y, Koch, J. (2022). The Temporal Unfolding of Crises: Synchronizing Rhythms and the Construction of Urgency. *82<sup>nd</sup> Annual Meeting of the Academy of Management (AOM)*, August, Seattle, WA, USA.

Hamdali, Y, Skade, L. (2022). When the Time is Right: On Temporally Legitimizing Innovation through Windows of Opportunity. *38<sup>th</sup> European Group for Organization Studies (EGOS) Colloquium*, July, Vienna, Austria.

Skade, L, Koch, J. (2022). The Future is Present: Toward a Time-based Systems Perspective on Grand Challenges. *38<sup>th</sup> European Group for Organization Studies (EGOS) Colloquium*, July, Vienna, Austria.

Skade, L, Koch, J. (2022). The Future is Present: Toward a Time-based Systems Perspective on Grand Challenges. *13<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, June, Rhodes, Greece.

Lehrer, E, Skade, L, Hamdali, Y, Koch, J. (2022). Communication of Crisis or Crisis of Communication: The Degeneration of Communicative Culture. *13<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, June, Rhodes, Greece.

Skade, L. (2022). “All Cops Are Beautiful”: Unpacking the Dynamics of Resisting Dialogic Organizing in the Case of the Berlin Squatter Scene. *16<sup>th</sup> Organization Studies Workshop*, May, Chania, Greece.

Lehrer, E, Skade, L, Hamdali, Y, Koch, J. (2022). Communication of Crisis or Crisis of Communication? The Communicative Co-construction of the Covid-19 Pandemic. *Jubiläumstagung des Verbands der Hochschullehrer für Betriebswirtschaft (VHB)*, March, Virtual.

Skade, L. (2021). The Future Looks Bright: Toward a Dialectical Understanding of the Future. *The Practice Theory Gathering 2021*, November, Virtual.

Skade, L, Koch, J, Knight, E. (2021). “Senator, We Run Ads!”: On the Persistence of Facebook’s Strategic Paradoxical Tensions. *Annual Meeting of Organizational Research 2021 (AMOR)*, September, Kassel, Germany.

Skade, L, Lehrer, E, Hamdali, Y, Koch, J. (2021). The Temporal Unfolding of Crises: Synchronizing Rhythms and the Constitution of Urgency. *45. Workshop der WK ORG*, September, Virtual.

Lehrer, E, Skade, L, Hamdali, Y, Koch, J. (2021). Communication of Crisis or Crisis of Communication? The Communicative Co-construction of the Covid-19 Pandemic. *Strategic Management Society 41<sup>st</sup> Annual Conference*, September, Virtual.

***Winner of the Strategy Practice Best PhD Paper***

*Nominated for Best Conference Paper Prize*

*Nominated for Strategy Practice Best Paper*

*Nominated for Strategy Practice Best Impact Paper*

Skade, L, Koch, J, Knight, E. (2021). “Senator, We Run Ads!”: On the Persistence of Facebook’s Strategic Paradoxical Tensions. *Strategic Management Society 41<sup>st</sup> Annual Conference*, September, Virtual.

*Nominated for Best Conference Paper Prize*

*Nominated for Strategy Practice Best Paper*

*Nominated for Strategy Practice Best Impact Paper*

Skade, L, Stanske, S, Wenzel, M, Koch, J. (2021). “Let’s take it offline”: The Power Dynamics of Enacting Enterprise Social Media. *12<sup>th</sup> SKM Symposium*, September, Wien, Vienna.

Skade, L, Stanske, S, Wenzel, M, Koch, J. (2021). A Processual Perspective on the Powerful Unfolding of Enterprise Social Media. *12<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, September, Virtual.

Lehrer, E, Skade, L, Hamdali, Y, Koch, J. (2021). The Processual Co-Construction of Crisis: A Communicative Perspective. *12<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, September, Virtual.

Skade, L, Wenzel, M, Koch, J. (2021). „Do as We Say and You Will Be Successful”: Accelerators as Organizations of Entrepreneurial Dressage. *81<sup>st</sup> Annual Meeting of the Academy of Management*, August, Virtual.

Skade, L, Lehrer, E, Hamdali, Y, Koch, J. (2021). The Temporal Unfolding of Crises: (A)synchronizing Rhythms and the Constitution of Urgency. *36<sup>th</sup> European Group for Organization Studies (EGOS) Colloquium*, July, Virtual.

Skade, L. (2021). The Future Looks Bright: Toward a Dialectical Understanding of the Future. *36<sup>th</sup> European Group for Organization Studies (EGOS) Colloquium*, July, Virtual.

- Skade, L, Lehrer, E, Hamdali, Y, Koch, J. (2021). The Temporal Unfolding of Crises: Synchronizing Rhythms and the Constitution of Urgency. *VHB WK ORG Paper Development Workshop*, April, Virtual.
- Skade, L. (2021). The Future Looks Bright: Toward a Dialectical Understanding of the Future. *2<sup>nd</sup> Organization Theory (OT) Winter Workshop*, February, Virtual.
- Skade, L, Koch, J. (2020). “Senator, We Run Ads”: Facebook’s Management of Strategic Paradoxes. *Stanford GSB Rising Scholars Conference*, October, Virtual.
- Skade, L. (2020). Accelerating into an Unknown Future: A Practice-Based Investigation of Startup Accelerators. *Annual Meeting of Organizational Research 2020 (AMOR)*, September, Virtual.
- Skade, L, Wenzel, M, Koch, J. (2020). „Do as we say and you will be successful”: Accelerators as Organizations of Entrepreneurial Dressage. *Digital Entrepreneurship as Practice Paper Development Workshop*, September, Virtual.
- Skade, L, Stanske, S, Wenzel, M, Koch, J. (2020). The Interplay of Enterprise Social Media and Power Dynamics: A Processual Perspective. *80<sup>th</sup> Annual Meeting of the Academy of Management*, August, Virtual.
- Stanske, S, Koch, J, Skade, L, Wenzel, M. (2020). Living in a Museum: Forgetting an Organizational Identity to Open up a New Present and Future. *36<sup>th</sup> European Group for Organization Studies (EGOS) Colloquium*, July, Virtual.
- Skade, L, Stanske, S, Wenzel, M, Koch, J. (2020). A Processual Perspective on the Powerful Unfolding of Enterprise Social Media. *12<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, June, Rhodes, Greece.\*
- Skade, L. (2020). Falling Forward into the Arms of Uncertainty: Towards a Processual Framework of the Unfolding of Futures. *12<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, June, Rhodes, Greece.\*
- Skade, L, Wenzel, M, Koch, J. (2020). „Do as we say and you will be successful”: The Process of Entrepreneurship as Dressage. *5<sup>th</sup> Annual Entrepreneurship as Practice Conference and PhD Symposium 2020*, March, Amsterdam, Netherlands.\*
- Skade, L, Koch, J. (2020). “Senator, We Run Ads” – Facebook’s Staging of Strategic Legitimacy. *SMS Special Conference*, March, Berkeley, CA, USA. \*

| Nominated for SMS Berkeley Best Paper Prize

\*Canceled due to Covid-19

- Skade, L, Koch, J. (2019). Legitimizing Tension-filled Business Models – the case of Facebook. *Annual Meeting of Organizational Research 2019 (AMOR)*, October, Hamburg, Germany.
- Skade, L, Koch, J. (2019). New Organizational Forms as Bundles of Resonating Practices. *2019 Dynamic Capabilities and Relationships (DCR) Conference*, September, Heilbronn, Germany.
- Skade, L, Stanske, S, Wenzel, M, Koch, J. (2019). Temporary Organizing and Organizing Temporality: On the Multilayered Architecture of Accelerators. *35<sup>th</sup> European Group for Organization Studies (EGOS) Colloquium*, July, Edinburgh, U.K.

Skade, L, Stanske, S, Wenzel, M, Koch, J. (2019). Organizing Temporality: A Practice Perspective on the Multilayered Architecture of Accelerators. *11<sup>th</sup> International Symposium on Process Organization Studies (PROS)*, June, Crete, Greece.

## Other Conference Activities

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<b>Organizer</b>	<p>Professional Development Workshop “Cross-Pollination between Strategy and Organization Research”, Moderators: Oliver Alexy, Ann Langley, Amit Nigam, Charlotte Cloutier, Roundtable Hosts: Julia Balogun, Jean Bartunek, Joel Baum, Paola Cillo, Charlotte Cloutier, Susan Cohen, Robert David, Gerald Davis, Theodore DeWitt, Kathleen Eisenhardt, Samer Faraj, Martha Feldman, Royston Greenwood, Henrich Greve, Constance Helfat, James Jasper, Devereaux Jennings, Brayden King, Haeyoung; Koo, Yoojin Lee, Paul Leonardi, Brian Pentland, Majken Schultz, Yuliya Snihur, JW Stoelhorst, Gianmario VeronaMargaretha Wiersema, Cyndi Zhang, organized together with Paula Jarzabkowski, <i>83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA, USA, 2023</i></p> <p>Panel Symposium “Practicing Impact and Impacting Practice? Creating Impact Through Practice-Based Scholarship”, Panelists: Paula Jarzabkowski, Juliane Reinecke, Garima Sharma, Eero Vaara, Charelen Zietsma. Discussant: Davide Nicolini, organized together with Yanis Hamdali, <i>82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA, USA, 2022</i></p> <p>Professional Development Workshop “Does It Make a Difference? Practices, Directions, and Challenges of Impactful Scholarship”, Panelists: Jennifer Howard-Grenville, David Seidl, Angelique Slade Shantz, Eero Vaara, organized together with Yanis Hamdali, <i>81<sup>st</sup> Annual Meeting of the Academy of Management (Virtual), 2021</i></p>
<b>Co-Organizer</b>	<p>Professional Development Workshop “Broadening Our Vision: Video Ethnography in Organizational Studies”, Panelists: Mary Waller, Curtis LeBaron, Philip Gylfe, Sotirios Paroutis, Michael Jarrett, Marlys Christianson, Feng Liu, <i>81<sup>st</sup> Annual Meeting of the Academy of Management (Virtual), 2021</i></p>
<b>Presenter</b>	<p>Paper Symposium “Entrepreneurial Communication: Rhetorical Strategies in an Interactive yet Uncertain World”, Panelists: Jean Clarke, Donal Crilly, Matthias Wenzel, Jochen Koch, Christian Hampel, Elena Dalpiaz, Francesca Bacco, organized by Sayan Sarkar, <i>83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA, USA, 2023</i></p> <p>Professional Development Workshop “For a Limited Time Only: A Practice-Based View of Strategizing in Temporary Organizatons”, alongside Aneesh Banerjee, Suleika Bort, Stewart Clegg, Jonas Süderlund and Iben Stjerne, organized by Joseph Lampel, <i>80<sup>th</sup> Annual Meeting of the Academy of Management (Virtual), 2020</i></p>

## Invited Talks

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- 2022 “Do as we say and you will be successful”: Accelerators as Organizations of Entrepreneurial Dressage. Workshop on Financialisation and Innovation, *University of Cambridge, U.K.*
- 2021 Communication of Crisis or Crisis of Communication? An explorative analysis of the communication of the Robert-Koch Institute during the COVID-19 pandemic. *Royal Agricultural University, U.K.* (with Elisa Lehrer, Yanis Hamdali, & Jochen Koch)

## Grants & Awards

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- 2023 2023 Outstanding Contribution to the SAP Community Award, Annual Meeting of the Academy of Management
- 2023 German Academic Exchange Service (DAAD), conference grant (1.735 €)
- 2023 Viadrina Center for Graduate Studies, research grant (450 €)
- 2022 Viadrina Center for Graduate Studies, conference grant (750 €)
- 2022 2022 Outstanding Contribution to the SAP Community Award, Annual Meeting of the Academy of Management
- 2022 German Academic Exchange Service (DAAD), conference grant (1.895 €)
- 2021 Best Reviewer Award of the Strategy Practice Interest Group, Strategic Management Society Annual Conference
- 2021 Above and Beyond the Call of Duty (ABCD) Reviewer Award of the Organization and Management Theory Division (OMT), Annual Meeting of the Academy of Management
- 2021 Viadrina Center for Graduate Studies, conference grant (500 €)
- 2021 German Academic Exchange Service (DAAD), online conference grant (300 €)
- 2020 Best Reviewer Award of the Strategy-as-Practice (SAP) Interest Group, Annual Meeting of the Academy of Management
- 2020 Viadrina Center for Graduate Studies, conference grant (500 €)\*
- 2019 Viadrina Center for Graduate Studies, conference grant (500 €)
- 2013-2018 German Ministry of Education, study scholarship (approx. 50.000€)

## Consortia Participation

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2022	Academy of Management Review – Idea Development Workshop, Virtual
2020	Strategic Management Society (SMS) Berkeley 2020 Doctoral Workshop “Reshaping Firms in Digital Ecosystems: Designing the Future”, Virtual
2020	Strategizing Activities and Practice (SAP) Doctoral & Early Career Program, Virtual
2020	European Group of Organizational Studies (EGOS) pre-Colloquium PhD Workshop, Virtual
2020	Academy of Management Journal – Virtual Paper Development Workshop
2020	Strategic Management Society (SMS) Berkeley 2020 Doctoral Workshop, Berkeley, CA, USA*
2019	Organization Science, Special Issue on Emerging Technologies and Organizing – Paper Development Workshop, Santa Barbara, CA, USA
2019	Summer School on Practice-Based Studies – An Advanced Introduction, University of Warwick, Coventry, UK
2019	Strategizing Activities and Practice (SAP) Doctoral & Early Career Program, Boston, MA, USA

\*Canceled due to Covid-19

## Committee Work

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### University Committees

04/2022 – 10/2022	Search Committee for the new University President, European University Viadrina, Frankfurt (Oder)
10/2021 – 07/2023	Senate, European University Viadrina, Frankfurt (Oder)

## Teaching

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### Master

Advancing Perspectives on Entrepreneurship	European University Viadrina, Frankfurt (Oder), Germany	Winter 2019
Corporate Campus Challenge	European University Viadrina, Frankfurt (Oder), Germany	Winter 2022
Entrepreneurship: Tilling the Field	European University Viadrina, Frankfurt (Oder), Germany	Summer 2021, Winter 2020, Winter 2022



Fallstudienseminar zur Unternehmensführung (in German)	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019, Summer 2020
Intercultural Management Training	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019
Leadership and Change Management	HTW, University of Applied Sciences Berlin, Germany	Winter 2020, Winter 2021, Winter 2022
New Perspectives in Management Theory	European University Viadrina, Frankfurt (Oder), Germany	Winter 2018, Summer 2019, Winter 2019, Summer 2020, Winter 2020, Summer 2021, Summer 2022, Winter 2022, Summer 2023
Organizing in Times of Crisis	European University Viadrina, Frankfurt (Oder), Germany	Winter 2020
Qualitative Research Methods: Case Study Research	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019, Summer 2020
Viadrina Campus Challenge	European University Viadrina, Frankfurt (Oder), Germany	Summer 2023

### **Bachelor**

Contemporary Issues in Human Resource Management: Leading People in Times of Crisis	HTW, University of Applied Sciences, Berlin, Germany	Winter 2020, Winter 2021
Current Issues in Management Research	European University Viadrina, Frankfurt (Oder), Germany	Winter 2018, Summer 2019, Winter 2019, Summer 2020, Winter 2020, Summer 2021, Summer 2022, Winter 2022, Summer 2023
Entrepreneurship: A Management-based Introduction	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019, Summer 2020, Summer 2022
Managing People and Change	HTW, University of Applied Sciences, Berlin, Germany	Winter 2022
Strategisches Management und Organisation (in German)	European University Viadrina, Frankfurt (Oder), Germany	Winter 2018 Winter 2019, Winter 2022

### **Co-Supervised Master Theses**

Bednarz, J. (2021). From Strategy to Strategizing and Now? European University Viadrina, Frankfurt (Oder), Germany.

- Berger, J. (2020). Enterprise Social Media and Organizational Communication: A Boundary Work Perspective. European University Viadrina, Frankfurt (Oder), Germany.
- Elhalafawy, H. (2021) The Influence of Institutional Voids on the Internationalization of Small and Medium Enterprises. University of Applied Sciences Berlin, Germany.
- Friedrich, O. (2020). Creativity within Organizations: The Influence of Extrinsic Motivation. European University Viadrina, Frankfurt (Oder), Germany.
- Hassan, M. N. (2020). The Role of "Prototyping" in Creative Processes: A Communicative Perspective. European University Viadrina, Frankfurt (Oder), Germany.
- Hoyme, F. (2020). The Role of Creativity in Negotiation Processes. European University Viadrina, Frankfurt (Oder), Germany.
- Kluttig, F. (2020). The Communication of Creativity as Staged Performance. European University Viadrina, Frankfurt (Oder), Germany.
- Lehrer, E. (2020). The material turn in SAP-Research: Opening the black box of multimodal communication. European University Viadrina, Frankfurt (Oder), Germany.
- Murzik, J. (2020). Kommunikation, Kreativität und implizites Wissen: Eine kritische Analyse ausgewählter Lehrvideos der Online-Lernplattform „MasterClass“. European University Viadrina, Frankfurt (Oder), Germany.
- Pelikan, O. (2019). Managerial decision making: Burgelman’s Intel Case from a heuristical perspective. European University Viadrina, Frankfurt (Oder), Germany.
- Pittelli, D. (2020). Is Artificial Intelligence a Creative Existence in Its Own Right? European University Viadrina, Frankfurt (Oder), Germany.
- Salman, T. (2020). Communication of Creativity through Gestures. European University Viadrina, Frankfurt (Oder), Germany.

### **Supervised Bachelor Theses**

- Aalto, R. (2022). Mindfulness as a lever to improve work engagement in remote-first settings. University of Applied Sciences Berlin, Germany.
- Alikhanov, Y. (2019). Paradoxical Tensions in Effectuation. European University Viadrina, Frankfurt (Oder), Germany.
- Avramidis, P. (2021). Imagination and disruptive truth-telling. European University Viadrina, Frankfurt (Oder), Germany.
- Baker, N. (2019). Organizational Routines and Creativity in Startup Accelerators. European University Viadrina, Frankfurt (Oder), Germany.
- Barth, F. A. (2019). New Forms of Organizing and their Impact on Individual Identity. European University Viadrina, Frankfurt (Oder), Germany.
- Diebold, A. (2019). Effectuation and social identity – the influence of feedback on the founder’s social identity. European University Viadrina, Frankfurt (Oder), Germany.
- Dreilich, M. S. (2022). Biophilic Design: A theoretic approach on how biophilic design can improve well-being. University of Applied Sciences Berlin, Germany.

- el Khanji, A. (2019). Formen der Entrepreneurship-Kreativität: Zwischen Causation und Effectuation. European University Viadrina, Frankfurt (Oder), Germany.
- Harmsen, N.-J. (2019). Strategic Change and the Problem of (Re-)Integration of Separated Innovation Units. European University Viadrina, Frankfurt (Oder), Germany.
- Hiller, T. (2020). The misalignment of organizational identity and corporate identity. European University Viadrina, Frankfurt (Oder), Germany.
- Kazlouskaya, K. (2019). Stick to your idea!? The relationship between entrepreneurial identity and effectuation. European University Viadrina, Frankfurt (Oder), Germany.
- Korinyak, Y. (2019). Organisationale Identität und Organisationskultur – ein Vergleich. European University Viadrina, Frankfurt (Oder), Germany.
- Liesche, E. (2023). Creativity and the daily workflow: The role of interruptions. European University Viadrina, Frankfurt (Oder), Germany.
- Lindmeyer, P. (2019). Einfluss des Ecosystems auf die ethisch und finanzielle Verantwortung eines Entrepreneurs. European University Viadrina, Frankfurt (Oder), Germany.
- Luther, C. (2020). Knowledge Spillovers durch Startups. European University Viadrina, Frankfurt (Oder), Germany.
- Mahmud, M. S. (2021). Performativity & Sensemaking: Describing or Constructing Reality? European University Viadrina, Frankfurt (Oder), Germany.
- Maier, A. (2021). Transparency in the so-called "post-truth era". European University Viadrina, Frankfurt (Oder), Germany. (*4<sup>th</sup> place of the Wirtschaftsunioren-Preis*).
- Mattulat, M. (2020). Organizing for fluidity: Is Scrum a useful method for improvisation? European University Viadrina, Frankfurt (Oder), Germany.
- Mojdeh, D. (2021). The Misalignment of Reputation and Crisis Management. European University Viadrina, Frankfurt (Oder), Germany.
- Nguyen, M.T.T. (2020). Organisationale Grenzarbeit und Dynamisierung von Grenzen. European University Viadrina, Frankfurt (Oder), Germany.
- Plettner, L. (2021). Impression Management in Times of Crisis – How to guide behavior and persuade. European University Viadrina, Frankfurt (Oder), Germany.
- Rutkowski, M. (2019). Welche Rolle spielt Glück im Effectuation-Prozess? European University Viadrina, Frankfurt (Oder), Germany.
- Rütenik, M. (2020). Die Kommunikation von Gerichtsurteilen. European University Viadrina, Frankfurt (Oder), Germany.
- Kunicki, K. (2019). The Role of Middle Managers in Shaping Strategy. European University Viadrina, Frankfurt (Oder), Germany.
- Scherer, A. (2019). Materiality in Organizational Communication - Clear message or ambiguous?. European University Viadrina, Frankfurt (Oder), Germany.
- Schneider, F. (2020). The Staging of Creativity beyond Creative Industries. European University Viadrina, Frankfurt (Oder), Germany.

Schreiter, V. (2021). *Identität und Resilienz: Organisationale Identität in Zeiten von Krisen*. European University Viadrina, Frankfurt (Oder), Germany.

Schulze, M. (2019). *Effectuation and Storytelling: Entrepreneurial stories and the attribution of power*. European University Viadrina, Frankfurt (Oder), Germany.

Spikermann, A. (2019). *Das Phänomen „Blockchain“ – eine kritische Analyse aus organisationstheoretischer Sicht*. European University Viadrina, Frankfurt (Oder), Germany.

Steinert, D. (2020). *Fachkräftemangel als Identitätskonflikt?* European University Viadrina, Frankfurt (Oder), Germany.

Thu Thuy Nguyen, M. (2020). *Organisationale Grenzarbeit und Dynamisierung von Grenzen*. European University Viadrina, Frankfurt (Oder), Germany.

Tran Thi, T. D. (2020). *The Role of Creativity in Job Crafting*. European University Viadrina, Frankfurt (Oder), Germany.

Vo, T.-H. (2021). *The Role of Time in Organizational Responses to Crises*. European University Viadrina, Frankfurt (Oder), Germany.

Volbracht, J. (2020). *The Role of Boundary Work in Hybrid Organizing*. European University Viadrina, Frankfurt (Oder), Germany.

Vu, H.D. (2020). *Diskursive Legitimierung und Delegitimierung: Eine prozessuale Perspektive auf die Konstitution von Unternehmenskrisen*. European University Viadrina, Frankfurt (Oder), Germany.

### **Memberships in Third-Party Funded Projects and Networks**

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since 2023	Member of the research network on “A Temporal Perspective on Disruptive Innovation Processes”, funded by the <i>German Resarch Foundation</i>  Other members: Blagoy Blagoev (co-cordinator), Anja Danner-Schröder, Johanne Düsterbeck, Jonathan Feddersen, Miriam Feuls, Johann Fortwengel, Ali Aslan Gümüşay, Franziska Günzel-Jensen, Julia Grimm, Stefanie Habersang (co-cordinator), Yanis Hamdali, Lisa Harborth, Patricia Helena Hein, Waldemar Kremser, Christian Mahringer, Alica Repenning, Philip Roth, Katharina Scheidgen (co-cordinator), Sarah Stanske (applicant), Tor Hernes (advisor), Jochen Koch (advisor)
since 2023	Member of the “Entrepreneurship Research Lab”, funded by the <i>Dieter Schwarz Foundation</i>

### **Academic Memberships**

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since 2020	Strategic Management Society (SMS), Interest Groups: Strategy Practice and Strategy Process
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since 2019	German Academic Association for Business Research (VHB), Section Organization (WK ORG)
since 2018	Academy of Management (AOM), Divisions & Interest Groups: Organization and Management Theory (OMT), Strategic Management (STR) and Strategizing Activities and Practices (SAP)
since 2018	European Group of Organizational Studies (EGOS)

## Academic Community Activities

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<b>Social Media Editor</b>	Strategic Organization (since 11/2022)
<b>Ad-hoc Reviewer</b>	Academy of Management Review, Journal of Management Studies, Journal of Product Innovation Management, Long Range Planning, Scandinavian Management Journal
<b>Reviewer</b>	Academy of Management Review Bridge Reviewer (2022) Strategic Management Society Annual Meeting (since 2021), Workshop der Kommission Organisation, VHB (since 2021), Annual Meeting of the Academy of Management (since 2019)
<b>Coordinator</b>	Viadrina Virtual Paper Sessions. A series of sessions together with organization and management researchers to develop research papers (from 2020)  Strategizing People and Activities IG (SAP) Doctoral and Early Career Program@AOM Coordinator (2021-2023)  Strategizing People and Activities IG (SAP) Deputy Membership Chair (06/2022 to 12/2022), Membership Chair (since 08/2023)
<b>Co-Convenor</b>	Strategy-as-Practice (SAP) Community Day@EGOS (2021-2023)
<b>Volunteer</b>	Strategizing People and Activities (SAP) Digital Volunteer, <i>Annual Meeting of the Academy of Management</i> , Virtual (2020, 2021)  Web Relaunch of Strategy-as-Practice International Network, ( <a href="https://sap-in.org">https://sap-in.org</a> ), 2023

## Professional Experience

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2016 - 2018	Managing Director, Berlin Doctoral Program in Economics and Management Science (BDPEMS), Humboldt University of Berlin, Germany
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