

Prof. Dr.

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RESEARCH INTERESTS

Diversity and collective identity of teams.

Co-created leadership through social interactions.

Status differentiation across team faultlines.

Creative work despite (un)conscious boundaries.

ACADEMIC EDUCATION

- 07/2011 – 07/2016 **Doctoral Studies in Business and Economics (Dr. rer. pol.)**
WHU – Otto Beisheim School of Management, Vallendar, Germany
Dissertation: „Stressors in Teams: A Multilevel Approach“ (summa cum laude)
- 08/2008 – 03/2009 **Semester Abroad Funded by the Erasmus Program**
Universität Zürich, Zurich, Switzerland
- 10/2006 – 01/2011 **Diploma Studies in Management and Technology (Diplom-Kaufmann)**
Technische Universität München, Munich, Germany
Major: Technology and innovation management; Minor: Chemistry

ACADEMIC POSITIONS

- 10/2024 – today **Professor and Head of Chair of Organization and Management**
Technische Universität Dresden, Dresden, Germany
School of Business and Economics | Chair of Organization and Management
- 03/2024 – 07/2024 **Visiting Scholar**
University of California, Los Angeles, USA
UCLA Anderson School of Management | Management and Organizations Area
- 01/2020 – 09/2024 **Assistant Professor of Management**
Freie Universität Berlin, Berlin, Germany
School of Business & Economics | Department of Management
- 04/2017 – 12/2019 **Project Coordinator*** (non-qualifying administrative position)
Fully funded by the Federal Ministry of Education and Research (BMBF)
Ludwig-Maximilians-Universität München, Munich, Germany
LMU Munich School of Management | Institute for Leadership and Organization
** 03/2019 – 08/2019: Interim head of the institute during the research semester of Prof. Dr. Martin Hoegl.*

08/2016 – 03/2017	Postdoc Ludwig-Maximilians-Universität München, Munich, Germany LMU Munich School of Management Institute for Leadership and Organization
01/2012 – 07/2016	Research Associate Ludwig-Maximilians-Universität München, Munich, Germany LMU Munich School of Management Institute for Leadership and Organization
07/2011 – 12/2011	Research Associate WHU – Otto Beisheim School of Management, Vallendar, Germany Chair of Leadership and Human Resource Management

AWARDS AND RECOGNITIONS

2023	HRM Best Reviewer Award	Human Resource Management (FT50 journal)
2021	Best Student Paper Award	Annual JPIM Research Forum (virtual)
	TIM Best Reviewer Award	81 st Annual Meeting of the AOM (virtual)
2020	MED Best Symposium Award	80 th Annual Meeting of the AOM (virtual)
	TIM Best Reviewer Award	80 th Annual Meeting of the AOM (virtual)
2019	TIM Best Reviewer Award	79 th Annual Meeting of the AOM (Boston, USA)
2018	MED Best Student Paper Award	78 th Annual Meeting of the AOM (Chicago, USA)
2017	TIM Best Reviewer Award	77 th Annual Meeting of the AOM (Atlanta, USA)
2016	TIM Best Reviewer Award	76 th Annual Meeting of the AOM (Anaheim, USA)
2015	Best Scientist Paper Award	17 th Congress of the EAWOP (Oslo, Norway)
	Best Student Paper Award	Annual PDMA Research Forum (Anaheim, USA)
	OB Outstanding Reviewer Award	75 th Annual Meeting of the AOM (Vancouver, Canada)
2014	TIM Best Reviewer Award	Annual Meeting of the AOM (Philadelphia, USA)

FUNDING (903.022 € in total)


2023	1.985,- €	German Academic Exchange Service (DAAD)
	400,- €	School of Business & Economics at Freie Universität Berlin
2022	400,- €	School of Business & Economics at Freie Universität Berlin
2021	12.500,- €	Joachim Herz Foundation
	14.966,- €	Research Committee at Freie Universität Berlin
	333,- €	School of Business & Economics at Freie Universität Berlin
2020	66.546,- €	Federal Ministry of Education and Research (BMBF, FKZ: 01PX16010A) (<i>together with Prof. Dr. Martin Hoegl, Prof. Dr. Yvette Hofmann, and Dr. Daniela Datzler</i>)
	352,- €	School of Business & Economics at Freie Universität Berlin
2019	600,- €	Mentoring program <i>excellent</i> at the LMU Munich School of Management
	1.000,- €	LMU Management Alumni
	2.200,- €	Mentoring program <i>excellent</i> at the LMU Munich School of Management
2018	4.500,- €	Mentoring program <i>excellent</i> at the LMU Munich School of Management (<i>together with Prof. Dr. Julia Backmann</i>)
	2.168,- €	German Academic Exchange Service (DAAD)
	1.250,- €	Mentoring program <i>excellent</i> at the LMU Munich School of Management
2017	739.151,- €	Federal Ministry of Education and Research (BMBF, FKZ: 01PX16010A) (<i>together with Prof. Dr. Martin Hoegl, Prof. Dr. Yvette Hofmann, and Prof. Dr. Julia Backmann</i>)
	1.000,- €	LMU Management Alumni

2016	50.000,- €	Investment Fund of LMU Munich's Excellence Initiative (<i>together with Prof. Dr. Martin Hoegl, Prof. Dr. Tobias Kretschmer, and Prof. Dr. Matthias Weiss</i>)
2015	1.000,- €	LMU Management Alumni
	1.671,- €	German Academic Exchange Service (DAAD)
2014	1.000,- €	LMU Management Alumni

PROFESSIONAL DEVELOPMENT

11/2021 – 01/2025	Fellow of Interdisciplinary Economics and Business Administration Add-on Fellowship Program Joachim Herz Foundation, Hamburg, Germany
01/2021 – 09/2021	Advanced Certificate „Leadership in Science“ More than 74 workshop hours Dahlem Leadership Academy, Berlin, Germany
06/2020 – 12/2020	Basic Certificate „Leadership in Science“ More than 60 workshop hours Dahlem Leadership Academy, Berlin, Germany
01/2019 – 12/2019	Mentee of Prof. Dr. Eric Kearney (Universität Potsdam) Mentoring program <i>excellent</i> LMU Munich School of Management
10/2017 – 09/2018	Mentee of Prof. Dr. Dieter Frey (LMU München) Mentoring program <i>excellent</i> LMU Munich School of Management

ACADEMIC SERVICES AND MEMBERSHIPS

Ad-Hoc Journal Reviewer ( Web of Science ResearcherID: [AFI-8313-2022](https://orcid.org/0009-0001-8313-2022))

Academy of Management Learning & Education	Journal of Applied Psychology
Anxiety, Stress, & Coping	Journal of Occupational and Organizational Psychology
Applied Psychology	Journal of Organizational Behavior
Beiträge zur Hochschulforschung	Journal of Product Innovation Management
European Journal of Work and Organizational Psychology	Review of Managerial Science
European Management Review	Schmalenbach Journal of Business Research
German Journal of Human Resource Management	Small Group Research
Group & Organization Management	Studies in Higher Education
Human Resource Management	Work & Stress

Dissertation Committees

2024	René Roland Schleus (FU Berlin)	2021	Nadia Weidner (FU Berlin)
	Hailun Zhang (FU Berlin)		Isabel Collien (FU Berlin)
2023	Linda Hofsäss (FU Berlin)	2020	Max Christian Braun (FU Berlin)
2022	Alana Jansen (Macquarie Univ. Sydney)		

Professional Memberships

Academy of Management (AOM), European Association of Work and Organizational Psychology (EAWOP), Deutscher Hochschulverband (DHV), LMU Management Alumni e.V., Product Development and Management Association (PDMA), TUM Management Alumni e.V., Verband der Hochschul-lehrerinnen und Hochschullehrer für Betriebswirtschaft e.V. (VHB), WHU Alumni Association e.V.

TEACHING EXPERIENCE (all courses taught in English)

Bachelor's Level

- Lectures/Tutorials: Project Management: The Human Side of Innovation Projects
Organization & Innovation
People & Organizations
Organization Theory
- Seminars: Executive Leadership: Styles and Personalities
Leadership & Organization: Sustainability and Social Responsibility Within
and Across Organizations
Leadership & Organization: Practicing Empirical Research
Leadership & Organization: Leading Innovation Projects

Master's Level

- Lectures/Tutorials: Management Theory: Innovation Management
Strategic Change
- Seminars: Leadership & Innovation: Collaborative Work Through Different Types
of Teams
Leadership & Innovation: Organizational Behavior in Digitized and
Internationalized Contexts
Leadership & Innovation: New Trends in Organizing Work
Leadership & Innovation: Stressors and Stress in Organizations
Leadership & Innovation: Diversity Issues in Organizations