

Personal details

Name: Kerstin Neumann

Citizenship: Germany

Contact details

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Research interests

- Business organization's change towards sustainable enterprise models
- Individual- and organizational level explanations of long-term and responsible decision-making
- Management of corporate development activities, particularly collaborative relationships
- (Inter)-organizational design, learning and change
- Integration of the stakeholder theory of the firm in the study of corporate growth

Publications

See end of this document

Current academic position

Since September 2016

Full Professor of Corporate Sustainability

Department of Strategic Management, Marketing and Tourism, University of Innsbruck

Former academic positions

April 2013-August 2016

Senior Researcher, Bocconi University, ICRIOS Invernizzi Center for Research on Innovation, Organization and Strategy, Milan, Italy

Responsibilities:

- Member of the Research Committee (since November 2010) of a global scale research program studying the evolution towards sustainable organizations ("Global Organizational Learning and Development Network – GOLDEN – for sustainability", academic director: Maurizio Zollo)
- Co-development of the research program
- Leading responsibility for research protocol development (field work and selected experimental studies)
- Research protocol implementation in selected companies
- Coordination with selected research centers in the network for protocol implementation
- Co-development of grant proposals at EU and national levels
- Co-development of a mentorship and training program for as well as supervision of junior researchers

March 2007-March 2013

Assistant Professor of Strategy, WU Vienna University of Economics and Business, Institute for Strategy and Management Control at the Department for Strategy and Innovation, Vienna, Austria

Responsibilities:

- Non-tenure track position
- Ca. 95 hrs per year teaching at undergraduate and graduate level (German and English)
- Continuous development of the teaching program at the academic unit (e.g. development of new courses, coordination of big exams, mentorship for top graduate/undergraduate students)
- Supervision of thesis at undergraduate and graduate level
- Support for doctoral students

Education

October 2015

Venia legendi - from WU Vienna, University of Economics and Business, Vienna, Austria (habilitation):

Title of the cumulative habilitation: "Towards a Stakeholder-Based View of Cooperative Strategy"; Head of the committee: Gerhard Speckbacher

March 2007

Doctoral degree in business administration and social science (Dr.rer.soc.oec), WU Vienna University of Economics and Business, Vienna, Austria (doctoral program started in March 2003)

Title of the cumulative dissertation: "The Design and Management of Inter-organizational Relationships: Governance Decisions, Management Control Mechanisms and Post Formation Management"; Committee: Gerhard Speckbacher, Paul Wentges

March 2003

Magister (Diploma degree) in business administration, WU Vienna University of Economics and Business, Vienna, Austria

September 1999

Diploma in business administration (Dipl.-Kffr. (FH)), University of Applied Science (Fachhochschule), Cottbus/Senftenberg, Germany

Teaching experience

Since 2003 continuous teaching experience in German and English (diploma, bachelor and master level; doctoral program since 2012 and executive teaching since 2013)

Bachelor/diploma program (in German)

- Courses on strategic management and organization, strategic performance management and management control, thesis writing and selected research methods
- Project courses (student consultant projects with company partners) on strategy implementation, strategic performance management, stakeholder and network/alliance management, organizational design for intangibles

Master/diploma program (in English)

- Module on corporate strategy and sustainability
- Project courses (student consultant projects with company partners) on post-acquisition management, organizational change towards sustainability
- Courses on thesis writing and selected research methods

Doctoral program (in English)

- Course on academic writing
- Focused research seminars

Executive education/MBA (in German)

- Strategic Management

Theses (in German and English)

- Supervision of more than 40 diploma/master/bachelor theses
- Starting in 2017: PhD supervision

Academic services

- Membership: Academy of Management, Strategic Management Society, European Group for Organizational Studies
- Since October 2016: Editorial Review Board Member of "Organization and Environment"
- Representative at Large of the Stakeholder Strategy Interest Group of the Strategic Management Society (2015)
- Ad-hoc reviewer for: Academy of Management Journal, Strategic Management Journal, Organizational Studies; Management Accounting Research; European Management Review, Journal of Management Studies; American Journal of Business; Journal of Business Ethics, Industrial and Corporate Change; Human Relations, Organization and Environment
- Panel/PDW/track organizer for AOM, SMS, EGOS, EURAM
- Since 2005: continuous presentation of research papers at main conferences of the field (e.g. AOM, SMS, EGOS, DRUID, System Dynamics Conference)

Invited research stays and talks (selection)

- Invited research stays
 - University of Illinois at Urbana Champaign: 2009
 - University of Surrey: several short stays in 2008-2011
 - Bocconi University: several short stays and sabbatical (7 months) in 2009-2012
 - ETH Zurich: several short stays 2014-2016
- Invited talks
 - University of Illinois at Urbana Champaign: 2009
 - University of Surrey: 2011
 - ETH Zurich: 2014
 - ESCP Europe, Campus Paris: 2015
 - IESEG Business School, Paris: 2016
 - Henley Business School, University of Reading: 2016
 - Solvay Business School, Free University of Brussels: 2016
 - University of Sussex: 2016

Grant writing experience

- Significant contributions provided within various grant-writing efforts at ICRIOS-Bocconi in different frameworks (FP7, ERC and Marie Curie programs at EU level; PRIN and CARIPO at national level of Italy)
- Success: 2013 for a three-year grant provided from the Italian Ministry of University and Research (PRIN program project number: 201078ZTXE_001; Euro 540.000); 2012 for a three-year grant of the CARIPO foundation, Italy, Euro 350.000)
- In progress: at WU Vienna re-submission of a proposal for a major research grant (8 years, 4 plus 4 million Euro) in the framework of the SFB “Sonderforschungsbereich” of the Austrian Research Foundation FWF, main contributor: Guenter Stahl, WU Vienna; Co-development of the grant and appointed as subproject leader (ca. 420.000 Euro for the first 4yrs period), if accepted for funding

Languages

German (mother tongue)

English (fluent)

Italian (advanced, comparable to C1-level of the Common European Reference Framework of Languages)

Non-academic experience

August 1997-January 1998

Deutsche Gesellschaft für Mittelstandsberatung (consultancy for SMEs of Deutsche Bank), Berlin, Germany, consultant assistant

Academic references

Stefano Brusoni, ETH Zurich, sbrusoni@ethz.ch

Maurizio Zollo, Bocconi University, maurizio.zollo@unibocconi.it

Publications

Papers:

1. Zollo, Maurizio; Bettinazzi, Emanuele; Neumann, Kerstin; Snoeren, Peter. 2016: Toward a comprehensive model of organizational evolution: Dynamic capabilities for innovation and adaptation of the enterprise model. *Global Strategy Journal*, 6 (3): 225–244.
2. Neumann, Kerstin; Bettinazzi, Emanuele; Massa, Lorenzo; Zollo, Maurizio. 2015. Macro-economic crises, competitive strategy and corporate sustainability. Awarded for publication in *Academy of Management Best Paper Proceedings 2015*.
3. Speckbacher, Gerhard; Neumann, Kerstin; Hoffmann, Werner H. 2014: Resource relatedness and the mode of entry into new businesses: Internal resource accumulation vs. access by collaborative arrangement. *Strategic Management Journal*, 36 (11): 1675–1687.
4. Zollo, Maurizio; Cennamo, Carmelo; Neumann, Kerstin. 2013. Beyond what and why: understanding organizational evolution towards sustainable enterprise models. *Organization and Environment*, 26 (3): 241-259.
5. Arevalo, Jorge; Castelló Itziar; de Colle, Simone; Lenssen, Gilbert; Neumann, Kerstin; Zollo, Maurizio. 2011. Introduction to the special issue: integrating sustainability in business models. *Journal of Management Development*, 30 (10): 941-954.
6. Neumann, Kerstin. 2010. Ex ante governance decisions in inter-organizational relationships: A case study in the airline industry. *Management Accounting Research*, 21 (4): 220-237.
7. Hoffmann, Werner H.; Neumann, Kerstin; Speckbacher, Gerhard. 2010. The Effect of inter-organizational trust on make-or-cooperate decisions: Disentangling opportunism-dependent and opportunism-independent effects of trust. *European Management Review*, 7 (2): 101-115.

Book chapters:

8. Neumann, Kerstin; Zollo, Maurizio. 2017. A stakeholder-based view of strategic alliances. In: *Collaborative Strategy: A Guide to Strategic Alliances* (edited by L. Mesquita, R. Ragazzino and J. Reuer), in print.
9. Neumann, Kerstin; Bachmann, Reinhard. 2011. The containment of opportunism in the post formation period of inter-organizational relationships. In: *Strategic Alliances in a Globalizing World* (Series: Research in Strategic Alliances), Ed. TK Das, 159-184. New York: Information Age Publishing.
10. Bachmann, Reinhard; Neumann, Kerstin. 2010. From handshake to marriage: The example of Austrian Airlines. In: *Cases in Strategic Management*, Ed. L. Costanzo, 55-66. Berkshire: McGraw-Hill.
11. Speckbacher, Gerhard; Neumann, Kerstin. 2010. Ökonomische Analyse von Eigentumsstrukturen und Koordinationsmechanismen in Organisationen. In: *Praxis der Organisationsanalyse – Anwendungsfelder und Methoden*, Eds. Mayrhofer, W., Meyer, M., Titscher, S., 97-114. Wien: Facultas.

Under review, working papers, early stage work:

Under review:

1. Who invests in sustainability in times of crisis? The role of firm performance and firm's stakeholder orientation (with E. Bettinazzi and L. Massa), empirical work (resubmitted July 2017)

Working papers:

2. Exploring conditions for environmental legitimacy in the energy sector (with E. Bettinazzi, A. Jacqueminet and P. Snoeren), empirical work, submission: fall 2017
3. Interdependent governance mechanisms and performance feedback in strategic alliances (with E. Mollona and M. Zollo), simulation modelling approach, submission: winter 2017/18
4. The liability of prior ties: how inter-organizational routines and trust bias post-acquisition management decisions, conceptual work, submission: winter 2017/18
5. The impact of cooperative routines and cognitions on stakeholder orientation: pre-adaptation for sustainability? (with P. Snoeren and M. Zollo), empirical work, submission: spring 2018

Early stage work:

6. Economic performance and sustainability decoupling strategies (with E. Bettinazzi and M. Zollo)
7. A stakeholder-based theory of corporate growth (with E. Bettinazzi, J. Mahoney, P. Snoeren and M. Zollo), conceptual work
8. Co-editing a book on "Innovation, Learning and Change towards the Sustainable Enterprise: An Experimental Approach" (with M. Zollo)
9. Micro-foundations of responsible decision-making, inter-disciplinary research project, conceptual stage, aiming at the implementation of individual- and organizational-level interventions (with S. Doering and C. Lamm).

Updated August 2017