



CURRICULUM VITAE

Thomas Keil

University of Zurich
Department of Business Administration
Chair of International Management
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EDUCATION

Doctor of Science in Technology, 2000, Helsinki University of Technology, Espoo, Finland

Doctoral thesis “External Corporate Venturing: Cognition, Speed, and Capability Development” approved with distinction, winner of the Helsinki University of Technology best dissertation award for 2000.

Licentiate in Technology, 1998, Helsinki University of Technology, Espoo, Finland

Major subject in business strategy and international marketing, minor subject in work psychology and leadership, licentiate thesis “Changing realities of relationships – Understanding the influence of information and communication technology on small and medium sized firm relationships” approved with distinction.

Diplom Wirtschaftsingenieur, 1996, Darmstadt University of Technology, Darmstadt, Germany

Master of Science in Industrial Management, specialization in marketing and micro-electronics, grade point average 1.7 (on a scale of 1 to 5 with 1 being the highest grade).

Baccalaureate, 1989, Bischof-Neumann-Schule, Königstein, Germany

Secondary school diploma. Graduated in top 10% of class.



WORK EXPERIENCE

Academic work experience

2013-present, University of Zurich, Zurich, Switzerland

Tenured full professor and chair for international management

2006-2013, Aalto University (formerly Helsinki University of Technology), Espoo, Finland

Chaired Professor of Strategic Management (tenured since 2008)

2011 (April-June), University of St. Gallen

Visiting professor at the Institute of Management

2006-2009, TKK Executive School of Business OY

Academic Director of the executive education organization of Helsinki University of Technology; my responsibilities included program design and development of Executive MBA programs and in-company programs.

2002 – 2006, Schulich School of Business, York University, Toronto Canada

Assistant Professor of Entrepreneurship/Policy

2002 – 2006, Helsinki University of Technology, Espoo, Finland

Docent for Corporate Venturing and Strategic Alliances

1995 – 2002, Helsinki University of Technology, Espoo, Finland

September 2001 – April 2002: Acting Professor of Industrial Management and Director of the Institute of Strategy and International Business. I led a research institute with 3 professors and 25 employees.

June 2001 – December 2001: Project Manager MBA Programs. I was responsible for an elective in Infocom Management elective and supervised strategy projects.

January 2000 – April 2002: Director Infocom Management Program. I was responsible for developing and organizing a MSc elective in Infocom Management

September 1998 – May 2001: Research Associate

September 1997 – August 1998: University Lecturer. I was the responsible lecturer for courses on Technology-based venturing, Strategic Management in the Telecommunications industry, Strategic Management of Technology and Innovation, and a Seminar in Business Strategy and International Business

January 1996 – August 1997: Teaching assistant and research associate. I co-ordinated and lectured courses on Business Strategy and Strategic Management of Technology and Innovation

May 1995 – December 1995: Research Associate



Applied work experience

1999 – December 2011, Keil Nordic Consulting, Helsinki, Finland

Founder and owner of management consulting company. My work focuses on strategy consulting and executive development with clients across a variety of industries and geographies. Clients have included companies ranging from medium sized corporations to global Fortune 500 firms in Europe such as Deutsche Telekom Laboratories, Finnish Consulting Group, Nokia, Philips, and Sonera

2006-2008, TKK Executive School of Business OY

Managing Director. I managed a turnaround and grew the business profitably from Eur 1.04 Million to over Eur 1.58 Million after a previous three year decline.

2002-2006, K&K Network Consulting, Toronto, Canada

Founder and owner of management consulting company. My Clients ranged from medium sized corporations to global Fortune 500 firms in North America such as The Loyalty Group and Royal Bank of Canada.

1994, Epan-Leoni Pte Ltd, Singapore

3 month internship in marketing for a cable manufacturer

1993 – 1994, Andersen Consulting Arthur Andersen & Co. Unternehmensberatung GmbH, Frankfurt, Germany

Freelance work for a consulting company. I carried out research and back office work within consulting projects.

1992 – 1996, Junior Comtec Darmstadt e.V., Darmstadt, Germany

I worked for a student managed management consulting organization. I completed a market research project on power-industry in Germany. I led a project in developing instructor's handbook for business lessons in craftsman training.

1991 – 1992, Nederman GmbH, Kronberg, Germany

Summer jobs in an environmental technology company. I developed a database in the marketing department and worked as assistant manager in the accounting and controlling department.

1990, VDO Adolf Schindling AG, Frankfurt, Germany

Summer internship in a production department. I tested and repaired boards for electronic speedometer.

1988, Volksbank Höchst e.G., Frankfurt, Germany

Summer internship in a bank. Accounting work



Advisory Board Memberships

2005-2008 iMotions - Emotion Technology, Copenhagen, Denmark

Member of the advisory board

2005-2008 Textalive, Toronto, Canada

Member of the advisory board

2005-2006 Quantico Capital Partners, Toronto Canada

Member of the advisory board

PRESENTATIONS

Presentations at academic conferences

Kuusela, P., **Keil, T.**, Maula, M., A Behavioral Theory of Acquisition Performance: How Aspirations and Entrepreneurial Orientation Influence Value Creation Through Acquisitions, to be presented at the Annual Strategic Management Society Conference, Prague, 2012

Deutsch, Y., **Keil, T.**, Laamanen, T., Maula, M. Going after the big fish – When Do Firms Escalate from Small to Large Acquisitions?, to be presented at Academy of Management Meetings, Boston, 2012

Kuusela, P., **Keil, T.**, Maula, M., Driven by Aspirations, but in What Direction? Aspirations, strategic transactions, and slack, to be presented at Academy of Management Meetings, Boston, 2012

Schmidt, J., Makadok, R., **Keil, T.**, Firm Scope Advantages and the Demand Side, to be presented at Academy of Management Meetings, Boston, 2012

Boppel, M., **Keil, T.**, Lechner, C. Do Corporate Initiatives Require Coordination?, presented at the Annual Strategic Management Society Conference, Miami, 2011

Kuusela, P., **Keil, T.**, Maula, M. Managerial Focus Matters – The Effect of Top Management Attention on Realizing the Benefits from Firm Acquisitions, presented at the Annual Strategic Management Society Conference, Miami, 2011.

Pe'er, A., **Keil, T.**, Heterogeneity and Survival of De Novo Entrants, presented at Academy of Management Meetings, San Antonio, 2011.

Boppel, M., Keil, T., Lechner, C., Corporate Initiative Programs: A Coordination Theory Perspective, Coordination within and among Organizations, - Paris, June 13-14 2011.

Lamberg J.A., **Keil, T.**, Adapting to Paradigm Shifts in the Environment – The Role of Organizational Architecture, to be presented at the 2011 Annual Conference of the Industry Studies Association, Pittsburgh, 2011

Maula, M., **Keil, T.**, Zahra, S., Top Management Attention to Discontinuous Business Opportunities, INSEAD Network Evolution Conference 2.0, Fontainebleau, October 22-23, 2010.



- Schildt, H., **Keil, T.**, Maula, M., Absorptive Capacity and the Temporal Dynamics of Interorganizational Learning in Alliances and Joint Ventures, presented at the Annual Strategic Management Society Conference, Rome 2010.
- Uotila, J., **Keil, T.**, Maula, M. Network Effects, Technological Search, and Lock-In, presented at the Academy of Management Meetings, Montreal, 2010.
- Schmidt, J., **Keil, T.**, Unique Demand Complementarities: Resource Relatedness and Market Connectedness as Drivers of Value Creation in Diversification, presented at the Academy of Management Meetings, Montreal, 2010.
- Schmidt, J., **Keil, T.** Unique Demand Complementarities: A Demand-Based Theory of Diversification, presented at the 29th Annual Strategic Management Society Conference, Washington, D.C., USA, October 11-14, 2009.
- Keil, T.**, Laamanen, T., McGrath, R. G., Resource Momentum Strategy: Factor-Market Rivalry and Firm Performance, presented at the Academy of Management Meetings, Chicago, 2009
- Dushnitsky, G., **Keil, T.**, Maula M., Benson, D., Katila, R., McGrath, R. G., Phelps, C., Vanhaverbeke, W., Ziedonis, R., Corporate Venturing: State Of The Art And Developmental Workshop, PDW Workshop at the Academy of Management Meetings, Anaheim, 2008 – Organizer and Presenter.
- Pe'er, A., **Keil, T.**, What Doesn't Kill You Makes You Stronger: De Novo Entry In Clusters, presented at Academy of Management Meetings, Anaheim, 2008.
- Autio, E, **Keil, T.**, McGrath, R.G., Tilting the playing field: Towards a Strategic Theory of Endogenous Action, presented at Academy of Management Meetings, Anaheim, 2008.
- Uotila, J., **Keil, T.**, Maula, M. Organizational Environments as Systems of Organizations, presented at Academy of Management Meetings, Anaheim, 2008.
- Pe'er, A., **Keil, T.**, What Doesn't Kill You Makes You Stronger: De Novo Entry In Clusters, presented at the 27th Annual Strategic Management Society Conference, San Diego, USA, October 14-17, 2007.
- Laamanen, T., **Keil, T.**, McGrath R., Domino Theory in Strategic Management, presented at the 27th Annual Strategic Management Society Conference, San Diego, USA, October 14-17, 2007.
- Deutsch, Y., **Keil, T.**, Laamanen, T. Are the Wolves Watching the Sheep? The Joint Effect of board and CEO Incentives on Firm-Level Risk-Taking, presented at the Academy of Management Meetings, Philadelphia, 2007.
- Keil, T.**, Maula M., Dushnitsky, G., Ginsberg, A., Lenox, M., Katila, R., Kotha, S.B., McGrath, R. G., Phelps, C., Zahra, S. A., Ziedonis, R., Corporate Venturing: State Of The Art And Developmental Workshop, PDW Workshop at the Academy of Management Meetings, Philadelphia, 2007 – Organizer and Presenter.
- Uotila, J., Maula, M., **Keil, T.**, Zahra, S. Exploration, Exploitation, and Firm Performance: Analysis of Global 500 Corporations, presented at the Academy of Management Meetings, Philadelphia, 2007.



- Keil, T.,** McGrath R.G., Tukiainen, T. Gems from the Ashes: How Discontinued Internal Corporate Ventures Play a Role in the Renewal Process, presented Organization Science Special issue conference on strategic renewal, Chicago, March 24-25.
- Schildt, H., Laamanen, T., **Keil, T.,** Alliances and Acquisitions as a Response to Intraindustry Dependence, presented at the Academy of Management Meetings, Atlanta, 2006.
- Schildt, H., **Keil, T.** Maula, M., Timing of Knowledge Flows in Inter-Organizational Relationships, presented at the Academy of Management Meetings, Atlanta, 2006.
- Keil, T.** McGrath R.G., Tukiainen, T. Real Options Reasoning and the Management of Uncertain Ventures: An Exploratory Empirical Analysis, presented at the Harvard Business School "Corporate Entrepreneurship" Research Conference, December 9-10, 2005.
- Keil, T.,** Laamanen, T., Performance of Serial Acquirers: Organizational Form and Integrative Capacity? presented at the the 25th Annual Strategic Management Society Conference, Orlando, USA, October 23-26, 2005.
- Keil, T.,** McGrath R.G., Tukiainen, T., Corporate Ventures on the Managerial Radar Screen: Benefit or Liability? presented at the the 25th Annual Strategic Management Society Conference, Orlando, USA, October 23-26, 2005.
- Keil, T.,** Covin, J., Ginsberg, A. Maula, M., Zahra, S. Corporate Venturing: State of Research and Theoretical Angles, PDW Workshop held at the Academy of Management Meetings, Honolulu, August 2005 – Organizer and Presenter.
- Keil, T.,** McGrath R.G., Tukiainen, T. Real Options Reasoning and the Management of Uncertain Ventures: An Exploratory Empirical Analysis, presented at the Academy of Management Meetings, Honolulu, August 2005.
- Schildt, H. **Keil, T.** Maula, M., Dynamics Of Learning From External Corporate Ventures, presented at the Babson Kauffman Entrepreneurship Research Conference, Boston, June 9-11, 2005.
- Tukiainen, T., McGrath, R. **Keil, T.,** Creating Value from Failure: Real Options, Discontinued Ventures and Value Creation, presented at the the 24th Annual Strategic Management Society Conference, San Juan, Puerto Rico, October 31- November 2, 2004.
- Uotila, J., Maula, M., **Keil, T.,** Zahra, S. Exploration, Exploitation, and Firm Performance: Analysis of Global 500 Corporations, presented at the 24th Annual Strategic Management Society Conference, San Juan, Puerto Rico, October 31- November 2, 2004.
- Schildt, H., Maula, M., **Keil, T.,** Explorative and Exploitative Learning from External Corporate Ventures, presented at the Academy of Management Meetings, New Orleans, August 2004.



- Wilson, C., **Keil, T.**, Maula, M., Coming from Outside: The Role of Unique Complementary Resources in Helping Corporations to Enter the Closely-Knit Syndication Networks of Venture Capitalists, presented at the Babson Kauffman Entrepreneurship Research Conference, Strathclyde, June 3-5, 2004.
- Maula, M., Salmenkaita, J.-P., **Keil, T.**, Dynamic Complementarities of Start-ups and Incumbents in the Creation and Commercialization of Systemic Innovations, presented at the 23rd Annual Strategic Management Society Conference, Baltimore, Maryland, November 9-12, 2003.
- Deutsch, Y., **Keil, T.**, Laamanen, T., The Effect of Outside Directors' Compensation on Acquisition Strategy, presented at the 23rd Annual Strategic Management Society Conference, Baltimore, Maryland, November 9-12, 2003.
- Maula, M., **Keil, T.**, Zahra, S., Corporate Venture Capital and the Recognition of Technological Discontinuities, presented at the Academy of Management Meetings, Seattle, August, 2003.
- Laamanen, T., **Keil, T.**, Autio S., The Effect of Acquisition Strategy on Acquisition Experience and Performance, presented at the 22nd Annual Strategic Management Society Conference, Paris, France, September 22-25, 2002.
- Keil, T.**, Autio, E., Looking Beyond the Local: Non-Local Search and Assimilation through External Corporate Venturing, presented at the Academy of Management Meetings, Denver, CO, August 9-14, 2002.
- Keil, T.**, Backholm, A., Breaking the Frame - Radical Change through External Corporate Venturing, Presented at the 21st Annual Strategic Management Society Conference, San Francisco, USA, October 19-21, 2001.
- Vuorento, M., Kuusiholma, U., **Keil, T.**, Sulonen, R. E-Business Integration: A Framework for the Change Process towards ICT-Enabled Commerce, presented at the SSGRR-2001 conference at L'Aquila, Italy, August 2001.
- Keil, T.**, Autio, E., Dynamic Capability through External Corporate Venturing: External Corporate Venturing Capability, Learning, and Capability Development, presented at the Academy of Management Meetings, Washington, 2001.
- Keil, T.**, External Corporate Venturing – Exploration and Exploitation, presented at the 2001 Babson/Kauffman Entrepreneurship Research Conference, Jönköping, Sweden, 2001.
- Vilkamo, T., **Keil, T.**, Technology Partnering in High-Velocity Environments – Lessons from a Case Study, presented at the IAMOT international conference on management of technology, 2001, Lausanne.
- Robertson, P., **Keil, T.**, Autio, E., Weak and Strong Ties, Individualism-Collectivism, and the Diffusion of Technological Knowledge, presented at 3rd International conference on Technology, Innovation, and Policy, Austin, Texas, August 30-September 2, 1999.
- Keil, T.**, Changing Configurations of Strategic Interfirm Relationships, presented at the 19th Annual Strategic Management Society Conference, Berlin, Germany, October 3-6, 1999.



Autio, E., **Keil, T.**, Robertson, P., Influences of Core Technology Imitability on SME Growth, presented at the ICSB conference, Singapore, June 1998.

Robertson, P., **Keil, T.**, Information, Regional Isolation and Technological Sourcing in Small- and Medium-Sized Manufacturing Firms: A Sectoral Approach, presented at the International Conference on Industrial Structure and Innovation Dynamics, Lisbon, Portugal, 16-17 October, 1998.

Keil, T., Governance of R&D, presented at the 18th Annual Strategic Management Society Conference, Orlando, USA, November 2-5, 1998.

Keil, T., R&D Outsourcing - Transaction Cost, Resource-Based and Knowledge-Based Perspectives, presented at the 7th European Doctoral Summer School, Leuven Belgium, August 17-30, 1997.

Keil, T., Laamanen, T. Integrating Competencies from Outside Sources, presented at the 17th Annual Strategic Management Society Conference, Barcelona, Spain, October 5-8, 1997.

Sapienza, H., Autio, E, Almeida, J., **Keil, T.**, Dynamics of Growth of New, Technology-Based Firms: Towards a Resource-Based Model, presented at the Academy of Management Meetings, Boston, USA August 1997.

Invited academic presentations

Copenhagen Business School, 2001, External Corporate Venturing: Cognition, Speed, and Capability Development,

Technische Universität München, 2005, Explorative and Exploitative Learning from External Corporate Ventures

Ludwig Maximilians Universität München, 2005, Learning Dynamics in External Corporate Ventures

Erasmus University, Rotterdam, 2007, Gems from the Ashes: Capability Creation and Transformation in Internal Corporate Venturing

EPLF Lausanne, 2008, Corporate Entrepreneurship as a Research Area

St. Petersburg State University, 2010, Top Management Attention to Discontinuous Business Opportunities

S.P. Jain Institute of Management and Research, Mumbai, 2011, Competitive Advantage through M&A, Video Keynote Address

Bocconi University, Milan, 2011, Top Management Attention to Discontinuous Business Opportunities: Corporate Venture Capital as an Alert Mechanism

University of St. Gallen, 2011, Top Management Attention to Discontinuous Business Opportunities: Corporate Venture Capital as an Alert Mechanism

Technical University of Eindhoven, 2012, Attention to Exploration, Experience and the Effects of Acquisitions on Innovation



Invited presentations for corporations

Sonera Corp., Finland, 1999, Technology Partnering in Telecommunications, Workshop with Corporate Technology Office

Elisa Corp., Finland, 2000, Strategic Management in Telecommunications, Speech at upper management retreat

Elisa Corp., Finland, 2001, Corporate Venturing in High Velocity Environment, workshop with Corporate Venturing Group

Nokia Networks, Finland, 2000, Technology Partnering, workshop with technology partnering process team

Boston Consulting Group, Finland, 2001, External Corporate Venturing, Cognition, Speed, and Capability Development

Sonera Corp., Finland, 2002, Corporate Venturing – The Quest for Strategic Renewal, workshop with Corporate Strategy Group

Scotiabank Private Equity Partners, Canada, 2003, Corporate Venture Capital – Challenges and Opportunities, Workshop with CVC unit

Nokia Ventures Organization, Finland, 2004, Corporate Venturing in Knowledge Intensive Industries, workshop with group management

Deutsche Telekom, Germany, 2005, Barriers to Innovation, Workshop with Telekom Labs management group

EXTERNALLY FUNDED RESEARCH PROJECTS

September 2011- December 2014, Managing corporate initiative programs for strategic renewal, Academy of Finland, EUR 660.236 (of which EUR 528.190 funded by Academy of Finland), project leader.

April 2008-December 2010, Dominance Strategies – Leveraging Strongholds for Market Expansion, TEKES the Finnish Funding Agency for Technology and Innovation, EUR 380.491, project leader

April 2008-April 2010, Dynamics of Mergers and Acquisitions and Strategies for Growth, TEKES the Finnish Funding Agency for Technology and Innovation, EUR 339.038, Co-investigator

April 2006-March 2009, Exploration and Exploitation through Corporate Venturing, SSHRC standard research grant, project volume, CAD 72730, principal investigator.

April 2004-December 2005, Value Creation and Renewal of the Knowledge Base of the Corporation II (VCR II), Project in the PROACT program funded by the Finnish Ministry of Trade and Industry and the Finnish National Technology Agency TEKES, project volume: EUR 262,000, project co-leader.

April 2002-April 2004, Value Creation and Renewal of the Knowledge Base of the Corporation (VCR), Project in the PROACT program funded by the Finnish Ministry of Trade and Industry and the Finnish National Technology Agency TEKES, project volume: EUR 242,000, project co-leader.



April 2001-December 2001, Rapid Technology Introduction in Dynamic High Volume Environments, research project funded by Nokia Mobile Phones, project volume: EUR 83,000, project leader.

May 2000 – May 2001, Corporate Venturing in Knowledge Intensive Industries, TEKES the Finnish Funding Agency for Technology and Innovation, project volume: EUR 195,000, project co-ordinator and researcher.

1998-May 2000, Improving the international competitiveness of the Finnish telecommunications and electronics cluster, Project in the Teleelectronics program of the Academy of Finland, project volume: EUR 152,000, project co-ordinator and researcher.

1997, Influence of information and Communication Technologies on Technological and Manufacturing Embeddedness among SMEs, TEKES the Finnish Funding Agency for Technology and Innovation, project volume: EUR 50,000, main researcher.

TEACHING EXPERIENCE

Executive education

Program Development

Co-Developed a general management program for Tapiola Group, a Finnish financial services group

Co-Developed a general management program for Atria Group, a large Finnish company in the food industry

Developed a module on Global Competitive Strategy for Nokia Networks

Developed a module on Business Understanding and Strategy for UPM-Kymmene

Modules taught

Alliance management (Helsinki University of Technology – Dipoli, open program)

Business Understanding and Strategy (Helsinki University of Technology, tailored program for UPM-Kymmene)

Capturing Value from Corporate Venturing (Vlerick Leuven Gent Management School, Belgium)

Corporate Entrepreneurship and Innovation (Corporate Entrepreneurship and Open Innovation Masterclass organized by Philips Research)

Corporate Strategy (TKK ESB – Lemminkäinen In-Company Program)

Corporate Venturing (Helsinki University of Technology - EXIMA)

Global Competitive Strategy (Helsinki University of Technology, tailored program for Nokia Networks, trained over 6 years about 400 senior managers)

Global Competitive Strategy (Helsinki University of Technology, tailored program for Nokia Siemens Networks, successor program of the program for Nokia Networks)



Mergers and Acquisitions and Strategy Execution (TKK ESB – Atria In-Company Program)

Strategic Management (Laatukeskus, Finland, open program)

Strategic Management and corporate entrepreneurship (European School of Management and Technology – ESMT, Berlin)

Strategic Management in Turbulent Environments (Laatukeskus, Finland, open program)

Strategic Management of Technology and Innovation (Helsinki University of Technology - EXIMA)

Strategic Management- The Need for Change (Aalto EE -- Tapiola In-Company Program)

Strategy Execution (Aalto EE -- VAPO In-Company Program)

Technology Commercialization (Helsinki University of Technology – Dipoli, open program)

Technology Strategy (Nokia Mobile Phones)

MBA and Executive MBA program education

Program and course development

Responsible for organizing executive MBA elective in Infocom Management (Helsinki University of Technology)

2006-2009 Academic responsibility for development Executive MBA and MBA curriculum at Helsinki University of Technology

Developed a tailored eMBA program for the Finnish Armed Forces

Developed a tailored eMBA program for KESKO, a large Finnish retail chain

Developed a MBA course on corporate entrepreneurship (York University)

Taught MBA courses in

Corporate Entrepreneurship (York University)

Managing the Growing Enterprise (York University)

Strategic Management (York University, Aalto University Executive Education)

Taught Executive MBA courses on

Cooperative Strategies (Helsinki University of Technology)

Extracting value from corporate venturing (Helsinki University of Technology)

Infocom Industry Structure (Helsinki University of Technology)

Innovation (Scandinavian International Management Institute, SIMI, Copenhagen Denmark)



Innovation and Corporate Venturing (Helsinki School of Economics Executive Education, HSEEE, Helsinki, Finland – LG In-company Executive MBA Program)

Innovation and Corporate Venturing (Helsinki School of Economics Executive Education, HSEEE, Helsinki, Finland – KepCo In-company Executive MBA Program)

Innovation Management (Helsinki School of Economics Executive Education, HSEEE, Helsinki, Finland – Korean Executive MBA Program)

Strategic Innovation Management (Aalto Executive Education, Korean Executive MBA Program)

Strategic Capability Management (Finnish Armed Forces – Tailored eMBA module)

MBA thesis supervision

12 MBA thesis projects (TKK Executive School of Business Oy), 3 MBA theses currently on-going

PhD level education

Doctoral courses

Entrepreneurship (York University, co-taught)

Strategic Management (Helsinki University of Technology, York, co-taught)

Strategic Management of Technology and Innovation (Helsinki University of Technology)

Advanced Organization Theory (Aalto University, co-taught)

PhD supervision

Doctoral dissertations supervised: Jens Schmidt (graduated 2012). Currently supervising 4 DSc thesis projects (Pasi Kuusela, expected graduation 2012, Antti Niemi, expected graduation 2013, Riku Österman, expected graduation 2014, Timo Partanen, expected graduation 2014). Member of the dissertation committee (instructor) of Juha Uotila (graduated 2012).

MSc program education

Program and course development

Developed a one year MSc elective program in Infocom Management

Developed courses on Strategic Management of Technology and Innovation, Strategic Management in the Telecommunications Industry, and Strategic Management of Growth and Renewal

Responsible professor for major subject in Strategic Management

Responsible professor for Master of Strategy two year MSc program jointly developed with Aalto School of Business



Responsible teacher for courses in

Advanced International Business (Helsinki University of Technology)
Advanced Strategic Management (Aalto University)
Industry Structure in the Infocom sector (Helsinki University of Technology)
Principles of International Business (Helsinki University of Technology)
Seminar in Business Strategy and International Business (Helsinki University of Technology)
Strategic Management in the Telecommunications sector (Helsinki University of Technology)
Strategic Management of Growth and Renewal (Aalto University)
Strategic Management of Technology and Innovation (Helsinki University of Technology)

Co-taught courses in

Advanced Strategic Management (Helsinki University of Technology)
Principles of Strategic Management (Helsinki University of Technology)
Technology-based venturing (Helsinki University of Technology)

MSc Thesis supervision

I supervised over 15 MSc theses, currently 6 MSc thesis projects ongoing

TEACHING CASES

e-Scotia Acquisition Inc.: Creating Strategic Value at a Financial Institution, York University 2003

Digia Ltd.: Leveraging Strategic Investments, Helsinki University of Technology, 2002

Digia Ltd. (B): Internationalizing Operations, Helsinki University of Technology, 2002

More Magic Software : Venture Capital Options in the Early Stage of a High Tech Company, Helsinki University of Technology, 2002

Synera: Developing Distribution Channels, Helsinki University of Technology, 2002

Synera (B): Choosing between Financing Options, Helsinki University of Technology, 2002

AWARDS

2011 Editorial Board Outstanding Reviewer Award, Academy of Management Journal

2010 Best Conference Paper Prize Honorable Mention at the 30 Annual Conference of the Strategic Management Society



- 2010** Glueck best paper award of the Business Policy and Strategy division at the Academy of Management Meetings, Montreal
- 2007** Best Reviewer Award, Entrepreneurship Theory and Practice 2007
- 2005** Best Conference Paper Prize Honorable Mention at the 25 Annual Conference of the Strategic Management Society
- 2004** Nominated for the 8th Annual Seymour Schulich Teaching Excellence Award
- 2004** The Stevens Institute of Technology Wesley J. Howe Award for Excellence in Research on the Topic of Corporate Entrepreneurship at the 2003 Babson Kauffman Entrepreneurship Research Conference
- 2003** Outstanding Reviewer award, Entrepreneurship division, Academy of Management Meetings
- 2001** Award for the best dissertation completed at Helsinki University of Technology during 2000
- 1995** Award for the best dissertation proposal at the RENT IX conference on Entrepreneurship and Small Business Management, November 1995

PERSONAL GRANTS

- 2011** Research grant from Foundation for Economic Education (Eur 4,000)
- 1998** Dissertation grant from NESTE Foundation (Eur 6,500)
- 1998** Dissertation grant from IVO Foundation (Eur 5,000)
- 1997** Dissertation grant from WIHURI Foundation (Eur 11,000)

SERVICE

Reviewing and editorial positions

Editor of *Entrepreneurship Theory and Practice* (2011-).

Member of the editorial review boards of *Academy of Management Journal* (2011-), *Journal of Management Studies* (2010-), *Strategic Management Journal* (2008-), and *Entrepreneurship Theory and Practice* (2006-2011).

Ad-hoc reviewer for *Administrative Science Quarterly*, *Organization Science*, *Journal of Management*, *Journal of Business Venturing*, *Journal of International Business Studies*, *Strategic Entrepreneurship Journal*, *Journal of Business Research*, *International Journal of Technology Management*, *Venture Capital*, *International Journal of Networking and Virtual Organisations (IJNVO)*, *Journal of Engineering and Technology Management*, *MIS Quarterly*, *Research Policy*, *R&D Management*.

Reviewer for Business Policy and Strategy, Technology and Innovation Management, and Entrepreneurship Divisions at the Academy of Management, Reviewer for Entrepreneurship and strategy interest group at the Strategic Management Society.



Evaluation of doctoral work

External Dissertation Examiner: Sari Sallinen, Oulu University, 2002; Taina Tukiainen, Helsinki University of Technology, 2004; Tapio Ranta, Helsinki University of Technology, 2005; Behrend Freese, Bern University, 2005, Vareska Van de Vrande, Eindhoven University of Technology, **2007**; Taiyuan Wang, University of Western Ontario, 2009; Bob Walrave, Eindhoven University of Technology, 2012.

Doctoral thesis opponent: Susanne Suhonen, Helsinki School of Economics and Business Administration, 2002, Vareska Van de Vrande, Eindhoven University of Technology, 2007.

Reviewing for funding agencies

Reviewer for the Social Sciences and Humanities Research Council of Canada (SSHRC), Israel Science Foundation, The Netherlands Organisation for Scientific Research (NWO), Qatar National Research Fund, Qatar , National Science Foundation (NSF), USA.

Positions of trust at associations

Representative-at-large Entrepreneurship and Strategy Interest Group of the Strategic Management Society (2010-2012)

Member of the Research Committee at the Entrepreneurship Division of the Academy of Management (2011-2014)

EURAM 2011, Sub-Track Co-chair, Sub-Track: Corporate Strategy - Managing Alliances, M&As & Divestitures

MEMBERSHIPS

Academy of Management, Strategic Management Society

LANGUAGES

Fluent in German (native), English, Finnish, school knowledge of French, basic knowledge of Italian (comprehension better than speaking).

PERSONAL

Date and place of birth: February 6, 1970, Frankfurt, Germany

Family: married with Marianna Zangrillo, three children, two step children

Citizenship: German

REFERENCES

References available upon request