Address	**Contact Details**
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403 Mitch Daniels Blvd, West Lafayette,	T: +1-765-412-7665
IN 47907, USA	https://www.helgeklapper.org/

Academic Position

2023-	Assistant Professor in Strategy	Daniels School of Business, Purdue University
2017 - 2022	Assistant Professor of Innovation Management	RSM - Rotterdam School of Management

Education

2012- 2016	PhD in Business Administration (Management) Dissertation title: "Organizational Decision-Making" Supervisor: Markus Reitzig	University of Vienna / Austria
2015	Visiting Scholar	University of Michigan
2011-2012	Research Associate	Technical University of Dresden / Germany
2011	Diplom-Wirtschaftsingenieur (M.Sc) (Master of Engineering)	Technical University of Dresden / Germany
2008	Vordiplom Wirtschaftsingenieur (B.Sc.)	Technical University of Dresden/ Germany

Publications

Alexy O., West J., <u>Klapper H</u>., Reitzig M. *Surrendering Control to Gain Advantage: Reconciling Openness and the Resource-based View of the Firm*. (Strategic Management Journal, 2018)

<u>Klapper H</u>., Reitzig M. *On the effects of authority on peer motivation: Learning from Wikipedia*. (Strategic Management Journal, 2018)

Richter V., Janjic R., <u>Klapper H</u>., Keck S., Reitzig M. *Managing Exploration in Organizations: The Effect of Superior Monitoring on Subordinate Search Behavior*. (Strategic Management Journal, 2023)

<u>Klapper H.,</u> Dahlander L., Piezunka, H., Peer evaluations: Evaluating and being evaluated. (Organization Science, 2023)

Papers under review

<u>Klapper H.,</u> Vetter M., Henkel J., Piezunka H. Open Source Acquisitions (3rd round revision at Strategic Management Journal)

<u>Klapper H.</u>, Maciejovsky B., Puranam P., Reitzig M. A model of decision-making in hierarchies. (reject and resubmit at Strategic Management Journal)

Working Papers

Goldsby C., Hanisch M., <u>Klapper H.,</u> Corporate Blockchains and Imprinting
- Best Paper Award at Academy of Management Annual Meeting 2023
- Nominated for Best Paper Award at Strategic Management Society 2023

Lego T., Klapper H., Reitizg M*., A model of autonomous team formation in organizations* (reject at Administrative Science Quarterly)

Klapper H., Maciejovsky B., Puranam P., Reitzig M. *Centralization and knowledge complexity.*

Wan C., Klapper H., *Organizational Learning and AI*

Haans R., Ubert E., Klapper H., *Organizational Learning and Speedrunning*

Klapper H., Madiedo J. *Organizational Learning from Near Misses*

Previous and current cooperation partners (in alphabetical order)

Boris Maciejovsky (UC Riverside)
Charles Wan (Rotterdam School of Management)
Curtis Goldsby (Rotterdam School of Management)
Emanuel Ubert (Rotterdam School of Management)
Henning Piezunka (INSEAD)
Joachim Henkel (TU Munich)
Juan Madiedo (Rotterdam School of Management)
Julien Clement (Stanford)
Linus Dahlander (ESMT Berlin)
Markus Reitzig (University of Vienna)
Michael Vetter (TU Munich)
Oliver Alexy (TU Munich)
Phanish Puranam (INSEAD)
Richard Haans (Rotterdam School of Management)
Robert Janjic (University of Vienna)
Steffen Keck (University of Vienna)
Tomas Lego (University of Vienna)
Valentina Richter (University of Vienna)

Teaching Experience

Purdue University
Lecture for Strategic Management (undergraduate)
Overall Evaluation: 4.7 out 5 (1 worst - 5 best)
- Distinguished Lecturer (Spring 2023)

Rotterdam School of Management
Lecturer for Strategy of Innovation (2020-2022)
Overall Evaluation: 4.8 out 5 (1 worst - 5 best)
- RSM Innovative Teaching Award 2020

Lecturer for Innovation Management (2020-2022)
Overall Evaluation: 6.7 out 7 (1 worst - 7 best)

Executive Programs on (Digital) Innovation
Overall Evaluation: 8.8 out 10 (1 worst - 10 best)

Lecturer for Disruptive Innovations (Innovation Management) (Master Level) (2017-2020)
Overall Evaluation: 4.2 out 5 (1 worst - 5 best)

Lecturer for Innovation Projects and Teams (2017-2019)
Overall Evaluation: 4.1 out 5 (1 worst - 5 best)

University of Vienna
Lecturer for Experimental Methods in Organizational Design I (Spring 2013 – Spring 2016)
Overall Evaluation: 1.8 out 5 (1 best - 5 worst)

Lecturer for Experimental Methods in Organizational Design II (Fall 2013 – Spring 2016)
Overall Evaluation: 1.4 out 5 (1 best - 5 worst)

Teaching assistant for Business Strategy (Fall 2012 – Fall 2015)

Teaching assistant for Strategic Innovation (Fall 2013)

Membership

Academy of Management
Organizational Design Community
Strategic Management Society

Ad Hoc Reviewer

Academy of Management Review, Academy of Management Journal, Administrative Science Quarterly, Organizations Science, Management Science, Strategic Management Journal, Strategy Science, Research Policy, Journal of Management Studies, California Management Review, Industrial and Corporate Change, Journal of Business Research, Strategic Organization, Technovation, Journal of Organization Design, Organization Studies

Editorial Board

Strategic Organization (2024-)
Journal of Organization Design (2024-)

Scholarships and Awards

2011	Research Scholarship	Fulbright-Commission (Declined)
2008-2010	Study Scholarship	Schmalenbach-Society
2006-2011	Academic Scholarship	Studienstiftung des dt. Volkes (German National Merit Foundation)
2015	Research Scholarship	University of Vienna (2,500 Euro)

Conferences and Invited Presentations

Corporate Blockchains and Imprinting
- Strategic Management Society, 2023
- Academy of Management Annual Meeting, 2023

Open-Source Acquisitions
- Strategic Management Society, 2022
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2022
- Munich Summer Institute, Munich, 2022

Autonomous team formation in organizations
- University of Wisconsin, Madison, 2023
- Strategic Management Society, 2021
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2022

Managing Exploration in Organizations: The Effect of Superior Monitoring on Subordinate Search Behavior
- University of Zurich, 2020

Peer evaluations: Evaluating and being evaluated
- Rotterdam School of Management, 2018
- Munich Summer Institute, Munich, 2019
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2019
- EPFL Lausanne, 2022
- UCL London, 2022

Organizational Learning from Near Misses
- Theory of Organizational Models Workshop, INSEAD, 2016

Strategic information sharing and mutual influence
- Theory of Organizational Models Workshop, Boston, 2016
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2017
- Ludwig Maximilian University of Munich, 2019
- ESMT, 2020

Information exchange in organizational decision making
- University of Anahuac, Mexico, 2015
- UC Riverside, USA, 2015
- Rotterdam School of Management, 2016,
- Tilburg University, 2016
- Ludwig-Maximilians-Universität München, 2016

Supervision experience (Master and PhD)

Year	Name	Role
2018-2024 (expected)	Tomas Lego	Informal advisor
2018-	Mohamadreza Hoseinpour	Advisor
2019-2024 (expected)	Curtis Goldsby	Advisor
2018-2023	Wenqian Wang	Committee member
2020-2024 (expected)	Charles Wan	Co-advisor

Supervision of more than 50 Master theses at Rotterdam School of Management