

## Curriculum vitae, Helge Klapper

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### 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

### Research interests

Organization design, decentralization, information aggregation, agent-based models

### Publications

Alexy O., West J., Klapper H., Reitzig M. *Surrendering Control to Gain Advantage: Reconciling Openness and the Resource-based View of the Firm*. (Strategic Management Journal, 2018, 39 (6), 1704-1727)

Klapper H., Reitzig M. *On the effects of authority on peer motivation: Learning from Wikipedia*. (Strategic Management Journal, 2018, 39 (8), 2178-2203)

Richter V., Janjic R., Klapper H., Keck S., Reitzig M. *Managing Exploration in Organizations: The Effect of Superior Monitoring on Subordinate Search Behavior*. (Strategic Management Journal, 2023, 44 (9), 2226-2254)

Klapper H., Piezunka, H., Dahlander L. *Peer evaluations: Evaluating and being evaluated*. (Organization Science, 2023, 35 (4), 1363-1387)

Klapper H., Maciejovsky B., Puranam P., Reitzig M., *Talk isn't always cheap: A theory of social influence and deliberation in group decision-making* (Strategic Organization, 2026, forthcoming)

## **Working papers**

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

Goldsby C., Hanisch M., Klapper H., Corporate Blockchains and imprinting (under review at Strategic Management Journal)

- Best Paper Award at Academy of Management Annual Meeting 2023
- Nominated for Best Paper Award at Strategic Management Society 2023

Haans R., Ubert E., Klapper H., *Organizational learning and speedrunning* (under review at Management Science)

Wan C., Klapper H., *Organizational decision-making and AI*

Zhang, J., Luo, K., Clement J., Klapper H. *Human Coordination Shapes the Promise and Limits of Autonomous Agents*

Lego T., Klapper H., Reitzig M., *Autonomous team formation in organizations*

Klapper H., Maciejovsky B., Puranam P., Reitzig M. *A model of group-decision making and centralization* (under review at Organization Science)

Klapper H., Madiedo J. *Organizational learning from near misses*

Hsieh, Y., Janjic, R., Klapper H. *Delegation and decentralized organizations*

## **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)

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)

Ying-Ying Hsieh (Imperial College London)

## **Teaching Experience**

### *Purdue University*

Lecture for Strategic Management (undergraduate)

Overall Evaluation: 4.7 out 5 (1 worst - 5 best)

- Distinguished Lecturer (Spring 2023, Fall 2023, Spring 2025)

Lecture for Strategic Management (undergraduate)

Overall Evaluation: 4.7 out 5 (1 worst - 5 best)

- Distinguished Lecturer (Spring 2025)

### *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)

## **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-), Strategy Science (2025-)

## **Conferences and Invited Presentations**

### Organizational Learning and Speedrunning

- European Group of Organization Studies, 2024
- HEC Lausanne, 2024
- Academy of Management, 2025

### Reducing the Impact of Misalignment: Decentralized Decision-Making Structures

- Decentralization in Organizations, 2024
- Academy of Management, 2024

### Open-Source Acquisitions

- Strategic Management Society, 2022
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2022
- Munich Summer Institute, Munich, 2022
- Academy of Management, 2024

### Autonomous team formation in organizations

- Strategic Management Society, 2021
- University of Wisconsin, Madison, 2023
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2022
- Decentralization in Organizations, 2025

### 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
2018-2025 (expected)	Tomas Lego	Informal advisor
2018-2025 (expected)	Mohamadreza Hoseinpour	Advisor
2019-2024	Curtis Goldsby	Advisor
2018-2023	Wenqian Wang	Committee member
2020-2025 (expected)	Charles Wan	Co-advisor
2024-	Preetika Basak	Committee member
2024-	Ta Wei (David) Chuang	Committee member
2025-	Banghui Liu	Committee member
2025-	Xiaohan Lu	Committee member

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