

# **Martin Schweinsberg**

## **Address**

ESMT Berlin  
Schlossplatz 1  
10178 Berlin  
Germany

Phone:

Fax: +49 30 212 31-1281

Email: [martin.schweinsberg@esmt.org](mailto:martin.schweinsberg@esmt.org)  
[www.esmt.org](http://www.esmt.org)

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## **Current employment**

Assistant professor of Organizational Behavior, ESMT Berlin, Berlin, Germany, 2016–Present;

## **Education**

PhD, London Business School, London, 2013.

MRes, London Business School, London, 2010.

MSc, (Cum laude), Faculty of Social and Behavioral Sciences, University of Amsterdam, Amsterdam, Netherlands, 2008.

BSc, (Cum laude), Faculty of Social and Behavioral Sciences, University of Amsterdam, Amsterdam, Netherlands, 2006.

## **Past employment**

Assistant professor of Organizational Behavior, INSEAD, Fontainebleau, France, 2013 – 2016.

## **Research interests**

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Negotiations and conflict resolution  
Status and decision-making  
Crowdsourcing science, reproducibility

## **Peer-reviewed publications**

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Schaerer, M., [Schweinsberg, M.](#), and Swaab, R. I. (forthcoming). Imaginary alternatives: The effects of mental simulation on powerless negotiators. *Journal of Personality and Social Psychology*.

Yip, J. A., and [Schweinsberg, M.](#) Infuriating impasses: Angry expressions promote exiting behavior in negotiations. *Social Psychological and Personality Science*, 8, 706-714.

DeSoto, K., and [Schweinsberg, M.](#) (2017). Replication data collection highlights value in diversity of replication attempts. *Nature Scientific Data* 4.

Tierney, W., Schweinsberg, M., Jordan, J., Kennedy, D. M., Qureshi, I., Sommer, S. A., ... Uhlmann, E. L. (2016). Data from a pre-publication independent replication initiative examining ten moral judgment effects. *Nature Scientific Data*, 3,1–6.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, S. A., Jordan, J., Tierney, W., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*, 66(5), 55–67.

Schweinsberg, M., Ku, G., Wang, C. S., and Pillutla, M. (2012). Starting high and ending with nothing: The role of power and anchors in negotiations. *Journal of Experimental Social Psychology*, 48, 226–231.

### ***Manuscripts under review and manuscripts in preparation***

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Tröster, C., Schweinsberg, M., and Gregurias, G. Social comparisons in management research: A management-based review.

Mor, S., Toma, C., Schweinsberg, M., and Ames, D. Intercultural judgment accuracy and the role of social projection processes. (Revise and Resubmit at *European Journal of Social Psychology*).

Wazlawek, A. S., Schweinsberg, M., and Loschelder, D. When negotiators walk away from offending counteroffers.

Schweinsberg, M. The mirage at the top: Why forecasters seek status in the wrong place.

Lee, A. J., Loschelder, D., Schweinsberg, M., Mason, M., and Galinsky, A.D. Precise offers as barriers to entry in negotiations. (Revise and Resubmit at *Organizational Behavior and Decision Processes*)

Thornley, N., Schaerer, M., Schweinsberg, M., and Swaab, R. Win-win in distributive negotiations: The affective and economic benefits of shifting your opponent's focus.

### ***Other publications***

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Schweinsberg, M. (2015). Opening the negotiation. *Marketing Magazine*, UK.

### ***Awards and honors***

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President's Honor Roll for Teaching Excellence, Full-time MBA 2017, ESMT Berlin, 2017

Wharton School's Reimagine Education Award, MBA & Executive Education Silver Award, 2017

INSEAD Dean's Commendation for Excellence in MBA Teaching, 2015, 2016, 2017

Participant, Young Faculty Consortium at the Academy of Management Annual Meeting, Philadelphia, 2014

Participant, Organizational Behavior Doctoral Consortium at the Academy of Management Annual Meeting, Boston, 2012

Economic and Social Research Council Graduate Scholarship, 2008 - 2013

Ph.D. Programme Financial Award, London Business School, 2008 - 2013

STUNT Scholarship, University of Amsterdam, 2007

International Studies Scholarship in Psychology, University of Amsterdam, 2007

First year examinations (in Dutch) attained cum laude, top 1% of the class,  
University of Amsterdam, 2004

### ***Conference and research presentations***

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Uhlmann, E.L., Schweinsberg, M., Silberzahn, R. (2017). Crowdsourcing science. Talk presented at Hong Kong Polytechnic University. Hong Kong.

Lee, A.J., Loschelder, D.D, Schweinsberg, M., Mason, M., & Galinsky, A.D. (2017). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. Talk presented at the Academy of Management Conference, Atlanta, GA.

Schaerer, M., Schweinsberg, M., & Swaab, R. (2017). Imaginary alternatives: The impact of mental simulation on powerless negotiators. Talk presented at the Academy of Management Conference, Atlanta, GA.

Mor, S., Schweinsberg, M. (2017). Androgyny in negotiations. Talk presented at Harvard University, Boston, MA.

Schaerer, M, Schweinsberg, M., Swaab, R., (2017). Win-win in distributive negotiations: The affective and economic benefits of strategic offer framing. Talk presented at the International Association of Conflict Management, Berlin, Germany.

Lee, A.J., Loschelder, D.D, Schweinsberg, M., Mason, M., & Galinsky, A.D. (2017). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. Talk presented at the International Association of Conflict Management, Berlin, Germany.

Lee, A.J., Loschelder, D.D, Schweinsberg, M., Mason, M., & Galinsky, A.D. (2017). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. Talk presented at the European Association of Social Psychology General Meeting. Granada, Spain.

Schaerer, M., Schweinsberg, M., & Swaab, R. (2016). Win-win in distributive negotiations: The affective and economic benefits of strategic offer framing. Talk presented at the Academy of Management Conference, Anaheim, CA.

Schaerer, M., Schweinsberg, M., & Swaab, R. (2016). Imaginary alternatives: The impact of mental simulation on powerless negotiators. Talk presented at the International Association of Conflict Management, New York, NY.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Jordan, J., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. Talk to be presented at the Asian Management Research Consortium, Singapore.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Bauman, C., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. Talk presented at the Society for Personality and Social Psychology Meeting, San Diego, CA.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Jordan, J., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. Talk presented at the Wharton-INSEAD Doctoral Consortium, Philadelphia, PA.

Yip, J. & Schweinsberg, M., (2015). Infuriating impasses: Expressed anger causes negotiation impasses. Talk presented at the Academy of Management Annual Meeting, Vancouver, Canada.

Yip & Schweinsberg, M. (2015). Infuriating impasses: Expressed anger causes negotiation impasses. Talk to be presented at ESSEC Business School, Paris, France.

Schweinsberg, M., Carson-Marr, J., Ku, G., & Pillutla, M., (2015). Walking away from the table: How extreme offers provoke noncooperative behavior from women in negotiations. Talk presented at IESEG School of Management, Paris, France.

Schweinsberg, M. (2015). Impasses in negotiations. Talk presented at Saarland University, Saarbrücken, Germany.

Mor, S., Ames, D., & Schweinsberg, M. (2014). Understanding others across cultures: metacognition and calibration of cultural knowledge. Talk presented at the European Association of Social Psychology General Meeting, Amsterdam, The Netherlands.

Schweinsberg, M., Carson-Marr, J., Ku, G., & Pillutla, M. (2014). Walking away from the table: Why women react more uncooperatively to extreme first offers. Talk presented at the International Association for Conflict Management Conference, Leiden, The Netherlands.

Schweinsberg, M. (2013). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at INSEAD, Fontainebleau, France.

Schweinsberg, M. (2013). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at the European Business School, Oestrich-Winkel, Germany.

Schweinsberg, M. (2013). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at the Kuehne Logistics University, Hamburg, Germany.

Schweinsberg, M., Seifert, M., Moon, H., Brockner, J., & Bianchi, E. C. (2012). Status-sensitivity theory: Why high-status individuals are more sensitive to psychological contract violations. Talk presented at the Academy of Management Annual Meeting, Boston, MA.

Schweinsberg, M., Carson, J., Ku, G., & Pillutla, M. (2012). Walking away from the table: When women are less cooperative than men in negotiations. Talk presented at the International Association for Conflict Management Conference, Stellenbosch, South Africa.

Schweinsberg, M., Carson, J., Ku, G., & Pillutla, M. (2012). Walking away from the table: How women's interdependent self-construals promote uncooperative behavior. Talk presented at the IE Business School Madrid Work & Organizations Conference, Madrid, Spain.

Schweinsberg, M. (2012). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at the Frankfurt School of Management, Frankfurt, Germany.

Schweinsberg, M., Seifert, M., Moon, H., Shannon, L., Brockner, J., & Bianchi, E. (2011). Status-sensitivity theory. Talk presented at the Transatlantic Doctoral Conference, London, United Kingdom.

Schweinsberg, M., Ku, G., & Pillutla, M. (2010). Starting too high: The disadvantages of high anchors in negotiations. Talk presented at the Academy of Management Annual Meeting, Montréal, Canada.

Schweinsberg, M., Ku, G., & Pillutla, M. (2010). Starting too high: The disadvantages of high anchors in negotiations. Talk presented at the Transatlantic Doctoral Conference, London, United Kingdom.

### ***Other research experience***

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Research Assistant (Prof. Robert Wood), Australian Graduate School of Management, Sydney, Australia, 2008

Research Assistant (Prof. Neil Anderson), Amsterdam Business School, The Netherlands, 2007

Research Assistant (Prof. Ute-Christine Klehe), University of Amsterdam, The Netherlands, 2005-2006

## ***Teaching experience***

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### **Teaching at ESMT Berlin**

Negotiation Dynamics, MBA core course, 2017-present

Negotiation Dynamics, MIM core course, 2016-present

Negotiation Mastery open executive education program program direction and teaching in English & German, 2016 - present

Negotiation Excellence open executive education program program direction and teaching in English & German, 2016 - present

CNN executive education program (London, Hong Kong, Berlin), 2016

Allianz executive education program (program direction and teaching), 2017

Gazprom executive education program, 2017

### **Teaching at INSEAD**

Negotiation Dynamics, MBA elective course, 2016

Negotiation Dynamics, MBA elective course, 2016

Negotiation Dynamics, MBA elective course, 2015

Negotiation Dynamics, MBA elective course, 2014

Organisational Behaviour, Sorbonne programme, 2016

Organisational Behaviour, Sorbonne programme, 2015

Organisational Behaviour, Sorbonne programme, 2014

Transition to General Management in San Francisco, open executive education program, 2017

Transition to General Management, open executive education program, 2017

IBM executive education program, 2016

IBM executive education program, 2015

Cooperation and Competition, Ph.D. course, 2013

### **Teaching Assistant at London Business School**

Negotiations and Bargaining, Dr. Gillian Ku, MBA elective course, 2010 – 2012

Negotiations and Bargaining, Dr. Niro Sivanathan, MBA elective course, 2010

Negotiations and Bargaining, Dr. Ena Inesi, MBA elective course, 2009

Leading Teams and Organizations, Dr. Margaret Ormiston, MBA elective course, 2011

Ethics and Corporate Social Responsibility, Dr. Celia Moore, MBA core course, 2010

Managing Organisational Behaviour, Dr. Stefan Thau, MBA core course, 2009

### **Leadership Coaching**

Led individual and group sessions using 360-degree feedback and NEO-IPR personality test to create leadership development plans and improve team performance for the following courses:

Global Leadership Assessment for Managers, MBA students, 2009 - 2011

Leadership in Organisations, Masters in Management students, 2009 - 2010

Personal Assessment and Development, Masters in Finance students, 2008 – 2010

### **Teaching Materials Development**

360 negotiation feedback tool, to be used in negotiations courses at INSEAD and Wharton in 2016. Publication as teaching material planned for 2016.

Developed (with another student) course materials and final exam for the Managing Organisational Behaviour core MBA course at London Business School, 2009

### ***Professional service***

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#### **Coordinator Faculty Research Seminar Series, 2017-present**

Coordinated faculty research seminars at ESMT Berlin

#### **Editorial Board Member, Nature: Scientific Data, 2016-present**

#### **Organizer INSEAD Micro OB Brown Bag Series, 2014**

Organized micro OB brown bag series at INSEAD

#### **Organizer for Doctoral Lecture Series, 2012**

Organized (with another student) doctoral lecture series with Prof. Tory Higgins (Columbia University)

#### **Head Organizer for Transatlantic Doctoral Conference, 2010**

Organized (with another student) conference for 120 participants from around the world

#### **Subject Area (OB) Coordinator for Transatlantic Doctoral Conference, 2010**

Led selection committee and organized visit for 27 OB participants from around the world

#### **Student Council Member at the University of Amsterdam, 2006 - 2008**

Helped program director with establishing a new master's program: conducted information sessions for prospective students, founded the student ambassador program, taught career workshop for the graduating class of 2008

#### **Student Ambassador at the University of Amsterdam, 2006 - 2008**

Represented (with three other students) the research masters program to prospective students

#### **Mentor for International Student Network at the University of Amsterdam, 2004 - 2005**

Mentored international students at the University of Amsterdam

### ***Referee service***

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Ad Hoc Reviewer, National Science Foundation, 2017 - present

Editorial Board Member, Nature: Scientific Data, 2016-present

Ad Hoc Reviewer, Psychological Science, 2015 - present

Ad Hoc Reviewer, European Journal of Social Psychology, 2013 - present

Ad Hoc Reviewer, Organizational Behavior and Human Decision Processes, 2011 - present

Reviewer, Academy of Management Annual Meeting, 2011

Reviewer, Transatlantic Doctoral Conference, 2008 - present

## **Professional affiliations**

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Member, International Association of Conflict Management, 2012 – present

Member, Academy of Management, 2010 – present

Member, Association for Psychological Science, 2010 – present

## **News / Media**

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*The reproducibility "crisis": Reaction to replication crisis should not stifle innovation*

- August 9, 2017 EMBO reports:  
<http://embor.embopress.org/content/18/9/1493>

*Studyswap*

- May 30, 2017 Society for Personality and Social Psychology:  
<http://www.spsp.org/news-center/blog/studyswap>

*Concurrent replication*

- May 8, 2017 Rolf Zwaan - Blogspot:  
<https://rolfzwaan.blogspot.de/2017/05/concurrent-replication.html>

*Online platform aims to facilitate replication studies*

- April 7, 2017 The Scientist Magazine:  
<http://www.the-scientist.com/?articles.view/articleNo/49161/title/Online-Platform-Aims-to-Facilitate-Replication-Studies/>

*In negotiations, anger leads to impasses*

- February 9, 2017 Pacific Standard:  
<https://psmag.com/in-negotiations-anger-leads-to-impasses-19a3f42bbc5#.ek9f6kqea>

*Findings: A daily roundup of academic studies*

- June 3, 2016 National Affairs:  
<http://www.nationalaffairs.com/blog/blogger/findings-a-daily-roundup>

*Biomedicine facing a worse replication crisis than the one plaguing psychology*

- April 19, 2016 Slate:  
[http://www.slate.com/articles/health\\_and\\_science/future\\_tense/2016/04/biomedicine\\_facing\\_a\\_worse\\_replication\\_crisis\\_than\\_the\\_one\\_plaguing\\_psychology.html](http://www.slate.com/articles/health_and_science/future_tense/2016/04/biomedicine_facing_a_worse_replication_crisis_than_the_one_plaguing_psychology.html)

*The reproducibility crisis is good for science*

- April 15, 2016 Slate:  
[http://www.slate.com/articles/technology/future\\_tense/2016/04/the\\_reproducibility\\_crisis\\_is\\_good\\_for\\_science.html](http://www.slate.com/articles/technology/future_tense/2016/04/the_reproducibility_crisis_is_good_for_science.html)

*Pipeline project aims to improve reproducibility of scientific research*

- April 7, 2016 RealKM:  
<http://realkm.com/2016/04/07/pipeline-project-aims-to-improve-reproducibility-of-scientific-research/>

*What if we tried to replicate papers before they're published?*

- March 31, 2016 Retraction Watch:  
<http://retractionwatch.com/2016/03/31/what-if-we-tried-to-replicate-papers-before-theyre-published/>

*How to make psychology studies more reliable*

- March 31, 2016 The Atlantic:  
<https://www.theatlantic.com/science/archive/2016/03/save-psychology-by-replicating-studies-before-theyre-published/475983/>

*Failure is moving science forward: The replication crisis is a sign that science is working*

- March 24, 2016 FiveThirtyEight:  
<https://fivethirtyeight.com/features/failure-is-moving-science-forward/>

*Emotion and the art of negotiation*

- December 1, 2015 Harvard Business Review:  
<https://hbr.org/2015/12/emotion-and-the-art-of-negotiation>

## ***Other***

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### **Language Skills**

- German (native)
- English (fluent)
- Dutch (fluent)
- French (intermediate)

### **Computer Skills**

- Statistical packages (Stata, SPSS, SAS)
- Survey and experimental tools (Qualtrics, Medialab, SurveyMonkey)