ESMT Berlin published 26 peer reviewed articles in the most influential academic journals including Academy of Management Journal, Management Science, and Organization Science. ESMT authors received three publication-related awards.

The Institute for Endowment Management and Entrepreneurial Finance (IFEE) was founded by ESMT to build strong competencies in the areas of endowment management and entrepreneurial finance.

ESMT was reaccredited by EQUIS for the maximum possible period of five years.
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It is the mission of ESMT Berlin to develop entrepreneurial leaders who not only focus on their own businesses, but also take into account social contexts on a global level and conduct business in a sustainable and socially responsible manner. One of the key research elements of the school is the connection of the business perspective with an overall economic perspective. Research conducted at ESMT aims at having a significant impact at the highest academic levels, generating new knowledge, and boosting sustainable growth.

ESMT shows a high level of internationality in its research focus. Its 36 faculty members originate from 17 different nations, and 20 of the 27 research seminars organized by ESMT in 2018 featured researchers from international institutions.

During 2018, ESMT published 26 peer reviewed journal articles of which 12 were published in the most influential A/A+ journals such as Academy of Management Journal, Management Science, and Organization Science. The mission of the school is also reflected in the numerous organized research events, which help to stimulate intellectual exchange. A total of 41 research events were hosted at ESMT during 2018, where scholars from some of the most prestigious schools presented their research.

The research centers and institutes have continued to develop, with the founding of a new institute, the Institute for Endowment Management and Entrepreneurial Finance (IFEE). Altogether the three centers and three institutes held a total of 27 events. For an overview of these events, please see page 32.

In September 2018, EQUIS published its Peer Review Report for ESMT. Some of EQUIS’ key findings for ESMT were:

- “Faculty are of high quality and their research output is impressive.”
- “In spite of its relatively small size, the School has a high-achieving and institutionally committed faculty. Scholarly output is commendable with a significant number of high quality publications, including in the Financial Times top 50.”
- “ESMT Berlin has a strong research culture and realised performance is high. [...] The Peer Review Team believes that ESMT has made great strides in its research quality and it attracts a relatively significant amount of external support for scholarship. [...] Certainly, quality research is one of the school’s most prominent features.”

This report further details the ESMT research output and achievements in 2018. I hope you enjoy reading it!
Faculty and their research interests.

ESMT recruits, develops, and promotes a diverse and international world-class faculty. The school strives to build a productive environment that supports rigorous, deep, and original research aimed at top academic publications. Industry backing provides further opportunities to generate ideas with a strong practical impact that also feed substantial insights into creative teaching approaches. The following list reflects the titles and positions as of December 31, 2018.

Promotions

Konstantin Korotov
Professor of Organizational Behavior, Director of the Center for Leadership Development Research (CLDR), and Associate Dean of Executive Education

Prof. Korotov was promoted from Associate Professor to Professor in January 2018. He was also appointed to the position of Associate Dean of Executive Education.
Full-time academic faculty

Zoltán Antal-Mokos (Hungary)
Professor of Strategy and Dean of Degree Programs
Corporate strategy, strategic rationale for mergers and acquisitions, post-merger integration, and privatization

Özlem Bedre-Defolie (Turkey)
Associate Professor of Economics
Applied microeconomics, industrial organization, and competition economics

CB Bhattacharya (India/USA), until 08/31/18
Professor of Marketing and Founding Director of the Center for Sustainable Business (CSB)
Business strategy innovation, CSR, sustainability, stakeholder engagement, marketing strategy, and corporate identity and reputation

Matthew S. Bothner (USA)
Professor of Strategy and Deutsche Telekom Chair in Leadership and HR Development
Measurement and consequences of social status in venture capital, professional sports, and higher education

Tamer Boyaci (Canada/Turkey)
Professor of Management Science, Michael Diekmann Chair in Management Science, and Director of Research
Supply chain management, sustainable operations, remanufacturing, retail operations, marketing operations interface, pricing, and assortment optimization

Gianluca Carnabuci (Italy)
Associate Professor of Organizational Behavior
Leadership, networks, organizational behavior, organizational design, strategy, and social capital

Linus Dahlander (Sweden)
Associate Professor of Strategy and the Lufthansa Group Chair in Innovation
Network dynamics, communities, and open and distributed innovation

Francis de Véricourt (France)
Professor of Management Science
Managerial decision making, operations research, sustainability, and health care

Hans W. Friederiszick (Germany)
Research Fellow, ESMT and Managing Director, E.CA Economics
Applied microeconomics and industrial organization (competition economics)

Michał Grajek (Poland)
Associate Professor of Economics
Applied econometrics, industrial organization, international economics, law and economics, economics of networks, competition policy, and ICT

Laura Guillén (Spain)
Assistant Professor of Organizational Behavior
Leadership and leader identity, motivation to lead, gender, diversity, authenticity, dark side of leadership, social perceptions at work, and coaching practices

Rajshri Jayaraman (Canada/India)
Associate Professor of Economics and Faculty Lead of the Full-time MBA Program
Development economics and labor economics

Konstantin Korotov (Germany)
Professor of Organizational Behavior, Director of the Center for Leadership Development Research (CLDR), and Associate Dean of Executive Education
Psychological burdens of modern leadership, leadership development, career dynamics, and executive coaching

Xu Li (China)
Assistant Professor of Strategy
Business strategy, organizational theory, and innovation

Per Olsson (Sweden)
Professor of Accounting and Academic Director of the Center for Financial Reporting and Auditing (CFRA)
Financial reporting, capital markets research, valuation research, corporate governance, and international accounting differences

Francine Petersen (Brazil/Poland), until 08/07/18
Associate Professor of Marketing
Consumer affect (emotions, mood, subjective experiences), consumer psychology and behavior, and luxury marketing

Jörg Rocholl (Germany)
President, Professor of Finance, and EY Chair in Governance and Compliance
Corporate finance, corporate governance, financial intermediation, central banks, and financial regulation

Henry Sauermann (Germany)
Associate Professor of Strategy, POK Pühringer PS Chair in Entrepreneurship, and Director of the Institute for Endowment Management and Entrepreneurial Finance (IFEE)
Science and innovation, entrepreneurial strategy, and human capital

Martin Schweinsberg (Germany)
Assistant Professor of Organizational Behavior
Negotiation and organizational behavior

Catalina Stefanescu-Cuntze (Romania/UK)
Professor of Management Science, Deutsche Post DHL Chair, and Dean of Faculty
Credit and financial risk, managerial decision making, revenue management, forecasting, statistics, and operations research

Stefan Wagner (Germany)
Associate Professor of Strategy and Director of PhD Studies
Economics of technology and innovation, intellectual property rights (patent protection), and innovation management
Full-time managerial faculty

Guillermo Baquero (Ecuador)
Associate Professor and Faculty Lead of the Master's in Management Program
Hedge and mutual funds, the behavior of hedge fund investors, behavioral finance, and experimental economics

Jan U. Hagen (Germany)
Associate Professor
Error management, crisis management, impact of leadership styles, and communication patterns on performance of flight crews

Olaf Plötner (Germany)
Professor
Strategic management, B2B marketing, and international sales management in technology-based B2B markets

Christoph Burger (Germany)
Senior Lecturer
Energy sector, innovation, blockchain, and decision making/negotiation

Ulrich Linnhoff (Germany)
Lecturer and Head of USW Netzwerk Programs
Accounting, performance measurement, controlling, private equity, and business simulations

Johannes Habel (Germany)
Associate Professor, Program Director, and Co-director of the Hidden Champions Institute (HCI)
Brand strategy, consumer behavior, customer relationship management, incentives, marketing, negotiation, sales force management (in industrial markets), strategic marketing, and technology-based industries

Urs Müller (Germany/Switzerland)
Lecturer and Head of the Practice Group Consumer Goods and Retail
Business ethics, case study method, change management, consumer goods, corporate responsibility, corruption, intercultural management, pricing policy, retail sector, stakeholder management, and sustainability

Affiliate and emeriti professors

Derek F. Abell (UK)
Professor Emeritus and Founding President
Strategic marketing, general management, and leadership in technology-based industries

Paul Heidhues (Germany/USA)
Distinguished Affiliate Professor
Behavioral industrial organization, competition policy, consumer protection, behavioral economics, and applied game theory

Wulff Plinke (Germany)
Professor Emeritus and Founding Dean
Business strategy in industrial markets, market-oriented management, relationship marketing, pricing in industrial markets, and market-based accounting

Stanley Baiman (USA)
Distinguished Affiliate Professor
Accounting, auditing, capital budgeting, incentive contracts, managerial accounting, and organizational design

Manfred F. R. Kets de Vries (The Netherlands)
Distinguished Affiliate Professor
Leadership and the dynamics of individual and organizational change

David T. Robinson (USA)
Distinguished Affiliate Professor
Corporate responsibility, entrepreneurship, finance, innovation (incl. strategic innovation, technology-enabled innovation), private equity, and venture capital

Francis Bidault (France)
Professor Emeritus
Technology strategy, new product development, and technology partnerships

Kai Konrad (Germany)
Distinguished Affiliate Professor
European finance constitution, European sovereign debt crisis, German finance constitution, and international taxation
As a research-led international business school, ESMT publishes in international academic journals, which are first-class in their respective fields. ESMT’s research also provides cutting-edge and profound insights for the business community as well as the classroom through managerial publications and case studies. This rare integration of research and practice makes ESMT an outstanding location for generating relevant and ground-breaking knowledge.

Peer reviewed articles

Forthcoming

Laura Guillén, Florian Kunze
When age does not harm innovation and job outcomes: Testing organizational collaboration as a social buffer
*Human Resource Management*

Henry Sauermann, Chiara Franzoni, Kourosh Shafi
Crowdfunding scientific research: Descriptive insights and correlates of funding success
*PLoS ONE*

Benjamin Grosse Rueschkamp, Sascha Steffen, Daniel Streitz
A capital structure channel of monetary policy
*Journal of Financial Economics*

Rajshri Jayaraman, Tanika Chakraborty
School feeding and learning achievement: Evidence from India’s midday meal program
*Journal of Development Economics*

Steffen Altmann, Armin Falk, Paul Heidhues, Rajshri Jayaraman, Marrit Teirlinck
Defaults and donations: Evidence from a field experiment
*Review of Economics and Statistics*

Ferdinand Vieider, Peter Martinsson, Pham Khanh Nam, Nghí Truong
Risk preferences and development revisited
*Theory and Decision*

Frank Huettner, Tamer Boyaci, Yalçın Akçay
Consumer choice under limited attention when alternatives have different information costs
*Operations Research*

Francis Bidaut, Alessio Castello
The dynamics of relational quality in co-development alliances
*International Journal of Technology Management*

Francis de Véricourt, Denis Gromb
Financing capacity with stealing and shirking
*Management Science*

Vivek Tandon, Gokhan Ertug, Gianluca Carnabuci
How do prior ties affect learning by hiring?
*Journal of Management*

Michał Grajek, Klaus Gugler, Tobias Kretschmer, Ion Mişcăsin
Static or dynamic efficiency: Horizontal merger effects in the wireless telecommunications industry
*Review of Industrial Organization*

Henning Piezunka, Linus Dahlander
Idea rejected, tie formed: Organizations’ feedback on crowdsourced ideas
*Academy of Management Journal*

Best Paper Award in Innovation Management, EBS University of Business and Law
Published

Sascha Alavi, Johannes Habel, Christian Schmitz, Bianca Richter, Jan Wieseke
The risky side of inspirational appeals in personal selling: When do customers infer ulterior salesperson motives?
Journal of Personal Selling & Sales Management (JPSSM) 38(3): 323–343

Henry Sauermann
Fire in the belly? Employee motives and innovative performance in startups versus established firms
Strategic Entrepreneurship Journal 12(4): 423–454

Stefan Wagner, Martin Goossen
Knowing me, knowing you: Inventor mobility and the formation of technology-oriented alliances
Academy of Management Journal 61(6): 2026–2052

Jürgen Hauschildt Award 2018, German Association for Business Research for the best empirical research publication in Innovation Management

Wolfgang Briglauer, Carlo Cambini, Michał Grajek
Speeding up the Internet: Regulation and investment in the European fiber optic infrastructure
International Journal of Industrial Organization 61(November): 613–652

Andreas Dombret, Yalin Gündüz, Jörg Rocholl
Will German banks earn their cost of capital?
Contemporary Economic Policy

Tian Chan, Francis de Véricourt, Omar Besbes
Contracting in medical equipment maintenance services: An empirical investigation
Management Science

Henning Piezunka, Wonjae Lee, Richard Haynes, Matthew S. Bothner
The Matthew effect as an unjust competitive advantage: Implications for competition near status boundaries

Alexander Popov, Jörg Rocholl
Do credit shocks affect labor demand? Evidence for employment and wages during the financial crisis

Alice Lee, David Loschelder, Martin Schweinsberg, Malia Mason, Adam Galinsky
Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets
Organizational Behavior and Human Decision Processes 148(September): 87–100

Laura Guillén, Margarita Mayo, Natalia Karelía
Appearing self-confident and getting credit for it: Why it may be easier for men than women to gain influence at work

Guillermo Baquero, Malika Hamadi, Andréas Heinen
Competition, loan rates and information dispersion in nonprofit and for-profit microcredit markets
Journal of Money, Credit and Banking 50(5): 893–937

Marc Frybiak, Sebastian Wallat, Pawel Swierczynski, Max Hoffmann, Sebastian Hoppach, Matthias Wilhelm, Tobias Weidlich et al.
HAL: The missing piece of the puzzle for hardware reverse engineering, trojan detection and insertion
IEEE Transactions on Dependable and Secure Computing

Warren Tierney, Martin Schweinsberg, Eric Uhllmann
Making prepublication independent replication mainstream
Behavioral and Brain Sciences 41

Arcan Nalca, Tamer Boyaci, Saibal Ray
Brand positioning and consumer taste information
European Journal of Operational Research 268(2): 555–568

Linus Dahlander, Martin Wallin
The barriers to recruiting and employing digital talent
Harvard Business Review (July 9, 2018)

Sascha Alavi, Johannes Habel, Paolo Guenzzi, Jan Wieseke
The role of leadership in salespeople’s price negotiation behavior
Journal of the Academy of Marketing Science 46(4): 703–724

Tamer Boyaci, Yalçın Akçay
Pricing when customers have limited attention
Management Science 64(7): 2995–3014

Michael Schaerer, Martin Schweinsberg, Roderick Swaab
Imaginary alternatives: The effects of mental simulation on powerless negotiators
Henning Piezunka, Wonjae Lee, Richard Haynes, Matthew S. Bothner
What data on Formula One crashes suggests about workplace rivalries
Harvard Business Review (May 4, 2018)

Michael Schaerer, Martin Schweinsberg, Roderick Swaab
Research: When you don’t have an alternative in a negotiation, try imagining one
Harvard Business Review (April 19, 2018)

Henning Piezunka, Wonjae Lee, Richard Haynes, Matthew S. Bothner
The escalation of competition into conflict in competitive networks of Formula One drivers
Proceedings of the National Academy of Sciences 115(15): E3361–E3367

Susan Biancani, Linus Dahlander, Daniel McFarland, Sanne Smith
Superstars in the making? The broad effects of interdisciplinary centers

Francis Bidault, José de la Torre, Stelios Zanakis, Peter Smith Ring
Willingness to rely on trust in global business collaborations: Context vs. demography
Journal of World Business 53(3): 373–391

Laura Guillén
Is the confidence gap between men and women a myth?
Harvard Business Review (March 26, 2018)

Gianluca Carnabuci, Cécile Emery, David Brinberg
Emergent leadership structures in informal groups: A dynamic, cognitively informed network model
Organization Science 29(1): 118–133

André Casajus, Frank Huettner
Decomposition of solutions and the Shapley value

Francine Petersen, Heather J. Dretsch, Yuliya Komarova
Who needs a reason to indulge? Happiness following reason-based indulgent consumption

CB Bhattacharya
How to make sustainability every employee’s responsibility
Harvard Business Review (February 23, 2018)

Francis de Véricourt, Denis Gromb
Financing capacity investment under demand uncertainty: An optimal contracting approach

Non peer reviewed articles

English

Christoph Burger, Jens Weinmann, Antony Froggatt, Catherine Mitchell
Seeing the light
The European Business Review November/December: 81–84

Joanna Radeke, Alexander Boether, Alexandre Bezerra
Building sustainability into real estate
The European Business Review November/December: 85–88

Stefan Wagner, Julian Runge
Nothing is free: Data-driven optimisation unlocks freemium business models’ real potential
The European Business Review September/October: 47–50

CB Bhattacharya, Ernesto Ciorra, Joanna Radeke
Tolerating failure: A key to creating sustainable business
The European Business Review January/February: 19–21

Non-English

Martin Schallbruch
IT-Sicherheitsrecht – Abwehr von IT-Angriffen, Haftung und Ausblick

Oliver Raabe, Martin Schallbruch, Anne Steinbrück
Systematisierung des IT-Sicherheitsrechts. Ein Beitrag zu einem konstruktiven Strukturentwurf
Computer und Recht 34(11): 706–720

Working papers

ESMT series

Stefan Wagner, Martin Goossen
Knowing me, knowing you: Inventor mobility and the formation of technology-oriented alliances
ESMT No. 18-01

Juri Demuth, Hans Friederiszick, Steffen Reinhold
Reverse privatization as a reaction to the competitive environment: Evidence from solid waste collection in Germany
ESMT No. 18-02

André Casajus, Frank Huettner
The Coleman-Shapley-index: Being decisive within the coalition of the interested
ESMT No. 18-03
Caner Canyakmaz, Tamer Boyaci
Opaque queues: Service systems with rationally inattentive customers
ESMT No. 18-04

Frank Huettner, Tamer Boyaci, Yalçın Akçay
Consumer choice under limited attention when alternatives have different information costs
ESMT No. 16-04 (R3)

Non-ESMT series

Steffen Altmann, Armin Falk, Paul Heidhues, Rajshri Jayaraman, Marrit Teirlinck
Defaults and donations: Evidence from a field experiment
Düsseldorf Institute for Competition Economics Discussion Paper No. 294

Books

Published

Jan U. Hagen (ed.)
How could this happen? Managing errors in organizations
Basingstoke: Palgrave Macmillan

Konstantin Korotov, Andreas Bernhardt
Cases in executive coaching: From the annals of the ESMT coaching colloquia
Berlin: Korotov, Bernhardt

Klaus Backhaus, Bernd Ericsson, Wulf Plinke, Rolf Weiber
Berlin Heidelberg: Gabler

Non-English

Martin Schallbruch
Schwacher Staat im Netz: Wie die Digitalisierung den Staat in Frage stellt
Berlin: Springer

* Denotes not included in summary count on page 5

Martin Schallbruch
Cybersecurity in Germany
New York City, New York: Springer

Book chapters

Forthcoming

Konstantin Korotov
Leadership development: A challenge for Russia
In The life of Russian business: (Re)cognizing, (re)activating and (re)configuring institutions, Tomas Casas Klett, Yuliya Ponomareva. Charlotte, NC: Information Age Publishing

Sandro Gaycken
Cyberweapons
In Oxford Handbook of Cybersecurity, Paul Cornish. Oxford University Press

Linus Dahlander, Lars Jeppesen, Henning Piezunka
How organizations manage crowds: Define, broadcast, attract and select
In Research in the Sociology of Organizations, Michael Lounsbury, Jörg Sydow, Hans Berends. Bingley: Emerald Publishing

Published

Jan U. Hagen
Crew Resource Management revisited

Ekaterina Belokoskova-Mikhaylova, Konstantin Korotov, Irena Izotova
Russia: Leadership in Russia: Between hero and victim

Sandro Gaycken
Preface: So far, so bad - The complexity-fear dilemma in cybersecurity and its lesson for digitalization at large
In Digital marketplaces unleashed, Claudia Linnhoff-Popien, Ralf Schneider, Michael Zaddach, 287–295. Berlin, Heidelberg: Springer-Verlag

Martin Schallbruch
The European network and information security directive: A cornerstone of the digital single market
In Digital marketplaces unleashed, Claudia Linnhoff-Popien, Ralf Schneider, Michael Zaddach, 287–295. Berlin, Heidelberg: Springer-Verlag

Antonella Mei-Pochtler, Hannes Gurzki
Aspirational symbols of today’s global society
In Luxus als Distinktionsstrategie, Dominik Pietzcker, Christina Vaih-Baur, 97–108. Wiesbaden: Springer Fachmedien
ESMT White Paper Series

Christoph Burger, Sascha Czerwenka, Florian Mair, Jörg Rocholl
Endowment Impact: Gesellschaftlicher Mehrwert von Stiftungen aus Vermögen
ESMT No. WP-18-01

ESMT Case Studies Series

Jan U. Hagen
Leadership under high pressure
ESMT-318-0178-1

Francis de Véricourt
DeepMind’s AlphaGo: The age of the machine?
ESMT-918-0180-1

Nina Walters, Konstantin Korotov
Alana Robertson at Munchia
ESMT-418-0182-1

Johannes Habel, Zheng Han
Andreas Keller in China
ESMT-318-0179-1

DSI Industrial & Policy Recommendations (IPR) Series

Martin Schallbruch, Sandro Gaycken, Isabel Skierka
Cybersecurity 2018-2020: Proposals for action for the CDU/CSU and SPD
ESMT No. 2018(1)

Oliver Raabe, Martin Schallbruch, Anne Steinbrück
Recommendations for the systematization of IT security law
ESMT No. 2018(2)

Martin Schallbruch, Isabel Skierka
Requirements for a “German national Blockchain strategy”
ESMT No. 2018(3)

Other publications

Alexander Bajic, Georg T. Becker, Nils Gruschka
Attack simulation for a realistic evaluation and comparison of network security techniques
Secure IT Systems, 23rd Nordic Conference, NordSec 2018
2018 Best Paper Award, NordSec TPC

Alexander Freimark, Johannes Habel, Simon Hülsbömør, Bianca Schmitz, Matthias Teichmann
Hidden champions: Champions of the digital transformation?
A joint study project by IDG Research Services, HCI, and ESMT

Martin Schallbruch
IT-Sicherheitsrecht
Buchbesprechungen. Paul Voigt, IT-Sicherheitsrecht 34 (7): r81–r81

Laura Guillén
When age does not harm innovative behavior and career outcomes
Academy of Management Proceedings 2018 (1)

Laura Guillén, Philippe Jacquart, Michael Hogg
Leadership and the dark triad: How self-uncertainty helps malevolent leaders rise to the top
Academy of Management Proceedings 2018 (1)

Steffen Altmann, Armin Falk, Paul Heidhues, Rajshri Jayaraman, Marritt Teirlinck
Defaults and donations: Evidence from a field experiment
Düsseldorf Institute for Competition Economics Discussion Paper

Fabian Gaessler, Stefan Wagner
Patents, data exclusivity, and the development of new drugs
Academy of Management Proceedings 2018 (1)

Ingo Marquardt, Nghí Truong, Matthew S. Bothner
Shaping the social architecture of a start-up: What raises the social multiplier?
Academy of Management Proceedings 2018 (1)
Andrew Shipilov, Stan Li, Matthew S. Bothner
Performance of network position after external shock
*Academy of Management Proceedings* 2018 (1)

Linus Dahlander, Helge Klapper, Henning Peizunka
You shall (not) pass: Who votes for whom in granting authority in online knowledge production communities?

Henning Piezunka, Linus Dahlander
Bonding by rejecting: Organizations feedback to crowdsourced ideas

Isabel Skierka
The governance of safety and security risks in connected healthcare
*IET Conference & Seminar Publications (CP740)*

Sandro Gaycken
Why VEPs should favor offense
*MIT CCN6 Conference Position Paper*

Olaf Plötner, Harald Hungenberg
The essence of strategy
*ESMT Publication*

Joanna Radeke, Tammi L. Coles
Better corporate governance can end slavery in supply chains
*Corporate Knights: Spring 2018 17(2): 32–33*

Lydia Kostopoulos
War is having an identity crisis
*Small Wars Journal*
CB Bhattacharya

Francis Bidault
Editorial Board Member: Hi-tech Marketing Review, Business Management Review, and Société Française de Management

Matthew S. Bothner
Editorial Board Member: Administrative Science Quarterly

Tamer Boyaci
Associate Editor: Decision Sciences
Senior Editor: Production and Operations Management

Gianluca Carnabuci
Editorial Review Board Member: Organization Science

Francis de Véricourt
Associate Editor: Manufacturing & Service Operations Management, and Operations Research

Sandro Gaycken
Editor-in-Chief: SpringerBriefs on Cybersecurity

Michal Grajek
Associate Editor: Information Economics and Policy

Laura Guillén
Editorial Board Member: Academy of Management Learning and Education

Johannes Habel
Editorial Review Board Member: Journal of the Academy of Marketing Science

Konstantin Korotov
Book Editor: Marketing & Management Collection, Henry Stewart Talks Online Collections
Editorial Board Member: Journal of Leadership and Organizational Studies and Revista de Gestao (REGE)
Editorial Review Board Member: Management and Organization Review

Urs Müller
Editorial Board Member: Case Folio, The IUP Journal of Management Case Studies

Per Olsson
Associate Editor: Accounting and Business Research

Henry Sauermann
Advisory Editor: Research Policy
Associate Editor: Strategic Entrepreneurship Journal
Editorial Board Member: Research Policy and Strategic Management Journal

Martin Schallbruch
Book Editor: Kommentar „Verwaltungsverfahrensgesetz und E-Government“

Martin Schweinsberg
Editorial Board Member: Nature: Scientific Data

Catalina Stefanescu-Cuntze
Editorial Board Member: Journal of Revenue and Pricing Management
While shaping ESMT into a world-class research institution, intense focus has been put on attracting top international academic talent. One way in which ESMT has been able to do this is through the creation of prestigious chairs. Since 2008, a number of chairs have been established in collaboration with individuals, organizations, and corporations. The establishment of these chairs is a resounding endorsement of the quality of the faculty brought to ESMT, and at the same time it reflects the high level of esteem in which their research is held.

**Continuing chairs**

**Deutsche Post DHL Chair**
Catalina Stefanescu-Cuntze, Professor of Management Science, and Dean of Faculty
July 2013–present

**Deutsche Telekom Chair in Leadership and HR Development**
Matthew S. Bothner, Professor of Strategy
July 2011–present

**EY Chair in Governance and Compliance**
Jörg Rocholl, President, Professor of Finance
July 2013–present

**Lufthansa Group**

**Michael Diekmann Chair in Management Science**
Tamer Boyaci, Professor of Management Science, and Director of Research
June 2016–present

**POK Pühringer PS Chair in Entrepreneurship**
Henry Sauermann, Associate Professor of Strategy
May 2017–present

**Lufthansa Group Chair in Innovation**
Linus Dahlander, Associate Professor of Strategy
May 2018–present
Grants

Research at ESMT continues to attract grants from various funding sources. New research and event grants as well as continuing grants are listed below. To read more about other third-party funded areas at ESMT, see page 12 for funded chairs.

New research grants

Deutsche Forschungsgemeinschaft (DFG)

Project leader: Linus Dahlander
The social process of innovation: The role of novelty and social cues in idea evaluation €236,770

This research project seeks to push the study of innovation. The project looks to advance the understanding of an important, yet understudied, phase of the innovation process: the evaluation of ideas proposed for innovation. To understand why some ideas gain support while others do not, the project focuses on the role of idea novelty and the role of social cues in the idea evaluation process. As the intention is to provide causal evidence on how managers evaluate ideas, two field experiments will be conducted within two organizations where employees generate ideas for innovation and senior managers evaluate them and decide on their implementation.

The research project combines qualitative and quantitative methods and will proceed in three steps. The first step is a qualitative pre-study within the two organizations in which the field experiments will be conducted. The pre-study will be conducted to gain a better contextual understanding of the companies’ innovation processes, and will help to design effective and appropriate experimental interventions. In the second step, the employees’ ideas will be collected and their novelty measured by topic modeling; a text-analytic method stemming from computer science that can be used to measure idea novelty based on the actual text describing an idea. In the third step, the field experiments will be conducted to analyze the role of novelty and social cues in the idea evaluation process. To do so, the conditions under which managers evaluate the proposed ideas will be experimentally varied.
While evaluating and selecting ideas has become a key aspect of successful innovation, research on the idea evaluation process is still developing and far from complete. The proposed research will seek to advance the literature on three accounts. First, the field experiment research design will enable the production of causal evidence on the effect of idea novelty and social cues on idea evaluation. Most prior research has presented evidence based on correlations and has thus fallen short of this “gold standard.” Second, an important methodological contribution will be made by measuring idea novelty based on the actual text describing an idea. Earlier research has largely relied on measures of combinatorial novelty using pre-established schemata, such as patent classes. In contrast, topic modeling will be employed to derive a content-based novelty measure. Third, innovation research will be advanced by studying the impact of social relationships and content in parallel. Whereas network research on innovation has been criticized for lacking consideration for content, and content studies have been disconnected from social structure, the project will seek to integrate social relations and content.

The project will advance theory on idea novelty and social cues, and it will push the research frontier by combining methods from computer science with field experiment designs enabling causal inference.

Bundesministerium für Wirtschaft und Energie

Project leaders: Christoph Burger, Jens Weinmann
ETIBLOGG – Energy Trading via Blockchain-Technology in the Local Green Grid
€155,800

The transformation of electricity supply from a uni-directional transmission and distribution network to a smart grid is an important step towards achieving the climate protection goals and reducing the use of fossil fuels. The project ETIBLOGG, funded by the German Federal Ministry of Economic Affairs and Energy, addresses essential elements of this change and tests market mechanisms and the required IT infrastructure, based on the decentralized ledger technology Blockchain.

Blockchain provides a way to realize new marketplaces and smart services for connected energy systems. As part of a consortium consisting of five industry players, two academic institutions and a Fraunhofer research institute, ESMT is analyzing new, Blockchain-based business models in the energy sector. Interviews are conducted with representatives of leading companies and startups that have already gained initial experience with the implementation of Blockchain technology at this early stage, on the basis of three criteria: technical implementation/feasibility, profitability, and customer acceptance.

International best practices are identified and summarized in a benchmark study concluding with concrete recommendations for action and lessons learned, both in the promotion of specific business models and regulatory frameworks. In cooperation with Hamburg University and two corporate partners, potential use cases and business strategies are then operationalized and applied to the market platform of ETIBLOGG, given the German regulatory context.
The results of the analysis and tests will be presented at academic and practice-oriented conferences during the second and third year of the project. In addition, scientific publications in peer reviewed journals are envisaged, starting with a comprehensive literature review on Blockchain in the energy sector.


Peter Curtius-Stiftung

Project leader: Urs Müller

Re-evaluating the role of creativity for ethical decision making €13,500

Creativity and ethics have long been considered to be at odds with each other. Normative ethical theories try to find rules on the basis of which right actions can be separated from wrong actions, and most of the literature within the field of ethical decision making deals with identifying the right solution. Along such conceptions, creativity has traditionally been associated with behaviors that try to find moral loopholes such as corner cutting (e.g. as expressed in terms such as “creative bookkeeping”) and rationalization, and was thus excluded from business ethics textbooks and curricula. However, anecdotal evidence from teaching demonstrates that people seem to limit their set of choices in situations with ethical dimensions to a very low number and are rather uncreative in identifying ethically acceptable alternatives. Using two case studies (Müller and Pandit 2014, Müller 2016) in class, many executive education participants and (E)MBA students were asked for the behavior that they would select when faced with a similar situation. Most of them chose one of two seemingly obvious (binary) options (pay bribe vs. don’t pay bribe / send propaganda text messages vs. don’t send message). When revealing the rather creative ‘solutions’ developed by IKEA in Russia and Mobinil in Egypt, the participants tended to evaluate these ‘solutions’ as more ethical, better from a business perspective and more creative than those that they had developed and would have chosen by themselves. Thus, it is a promising endeavor to illuminate in greater detail the potential benefits and risks of applying creativity to deal with decisions that have ethical aspects.

Event grants

Auswärtiges Amt

Project leaders: Sandro Gaycken, Martin Schallbruch €12,000

This grant was used to fund a two-day interdisciplinary conference. For a description of the Conference, see the DSI’s events on page 42.
Deutsche Forschungsgemeinschaft (DFG)

Project leader: Stefan Wagner
European Policy for Intellectual Property (EPIP) Annual Conference 2018
€30,500

The European Policy for Intellectual Property (EPIP – https://www.epip.eu/) Annual Conference 2018 hosted by ESMT was jointly organized by EPIP and the Berlin-based Weizenbaum Institute for the Networked Society - The German Internet Institute (https://vernetzung-und-gesellschaft.de/english/). This is the 13th issue of the EPIP Annual Conference. The previous conferences were very successful and well recognized amongst scholars from fields including management, economics, and law, interested in the field of intellectual property: the 2017 conference in Bordeaux gathered about 180 participants, with a highly diverse and international field of participants and presenters (see http://epip2017.org/).

The EPIP Annual Conference aims at bringing together scholars, including doctoral students working on economics, management, and law, with a focus on intellectual property, along with policy-makers and stakeholders. They foster a highly inter-disciplinary exchange of knowledge. Sessions include contributed papers, keynote presentations and policy-focused panel discussions. Contributions come from and invitations are sent across the world, with an increasing Asian and BRICs presence.

The scientific goal of the Conference is to promote excellence in research on the governance of intellectual property. Specific emphasis is laid on bringing together leading experts from around the world with researchers that are based in Germany and from other European countries. Researchers from various academic institutions will present and discuss their research in formal paper sessions. The submission process is competitive, as the researchers submit scientific papers to a double-blind review. Drawing from experience of previous conferences, over 65 papers were presented in Berlin, a large majority of which being new, previously unpublished research. The presentation format included a 15 minute presentation and a five minute discussion.

There were also symposia with distinguished speakers, bringing together conference participants for vivid discussions and exchanges on the multiple facets of emerging challenges in research and policy making in the realm of intellectual property.

Project leader: Per Olsson
Annual Accounting Conference 2018:
Accounting Research: Diversity within Unity
€30,500

The Annual Accounting Conference 2018 was jointly organized by CFRA at ESMT, the Accounting Section of the German Academic Association for Business Research (AS-VHB), and the International Association for Accounting Education and Research (IAAER). The theme of the Conference was “Accounting Research – Diversity within Unity”.

Symposia with distinguished speakers covered important areas in financial accounting, in managerial accounting, and in accounting education, bringing together conference participants for vivid discussions and exchanges on the multiple facets of
modern accounting research and policy making. Katherine Schipper (Duke University and IAAER President) and Hilde Blomme (Accountancy Europe) attended as keynote speakers of the Conference. In addition, the Conference featured three panels with high-level participants and moderators, a special IASB session (hosted by Ann Tarca, board member of the IASB), and as many as 20 parallel paper sessions. For the parallel paper sessions, 96 abstracts were submitted, of which 63 papers from 17 different countries were accepted and presented. 139 participants from 23 countries attended the Conference with its versatile program.

**Stiftung Geld und Währung**

**Project leader: Jörg Rocholl**

Is the euro sustainable: And what if not?

€20,000

The Conference took place on March 14, 2018 and was jointly organized by ESMT and the Max Planck Institute for Tax Law and Public Finance. The Conference focused on reaching a better understanding of possible political worst-case scenarios. The fallout of Brexit or disintegration of the Eurozone could be tremendous, and thus what should be done if this happens was considered. The Conference discussed the relevancy for the size of the potential collateral damage of contingency actions, and the speed by which they can be decided upon and enacted.

**Continuing and ending grants**

**Deutsche Forschungsgemeinschaft (DFG)**

**Collaborative Research Center/Transregio**

Project leaders: Rajshri Jayaraman, Florian Englmaier (LMU)

Project title: Rationality and Competition: The Economic Performance of Individuals and Firms

€273,280

**Research Grant**

Project leader: Francis de Véricourt

Project title: Audit schedules in the presence of concealing effort in supply chains

€173,700

**German Academic Exchange Service (DAAD)**

Project leaders: Wulff Plinke, Nick Barniville

Project title: ESMT AIMS Industry Immersion Program

€393,968

**Innovation Growth Lab/NESTA**

Project leader: Rajshri Jayaraman

Project title: Choosing Team Members versus Ideas: Evidence from a Field Experiment in Entrepreneurial Team Performance

€62,614

**Leibniz ScienceCampus**

Project leader: Paul Heidhues

Supporting partners: Özlem Bedre-Defolie, Sascha Steffen, Michał Grajek

Project title: Berlin Centre for Consumer Policies (BCCP)

€30,000

**Peter Curtius-Stiftung**

Project leaders: Catalina Stefanescu-Cuntze, Francis de Véricourt, Stefan Wagner

Project title: Data-Driven Business Models in Internet 4.0

€15,000

Project leader: Linus Dahlander, Rajshri Jayaraman

Project title: A randomized control trial of endogenous team formation and topic choice among potential entrepreneurs

€12,500
Melanie Baier
Conferences
Konferenz Smart HRM, Quadriga Hochschule Berlin GmbH, Berlin, Germany
People Analytics Day, Quadriga Media, Berlin, Germany

Alexander Bajic
Conference
The 23rd Nordic Conference on Secure IT Systems, University of Oslo, Oslo, Norway

Georg T. Becker
Conference
The 23rd Nordic Conference on Secure IT Systems, University of Oslo, Oslo, Norway

Özlem Bedre-Defolie
Conference
Bergen Competition Policy Conference 2018, BECCLE Bergen Center for Competition Law and Economics, Bergen, Norway

Workshop
Systemic Cyber Defense Workshop, U.S. Naval War College, Newport, RI, USA

Caner Canyakmaz
Conferences
European Conference on Operational Research, Universitat de València; Universitat Politècnica de València, Valencia, Spain
Manufacturing and Service Operations Management Conference, Naveen Jindal School of Management, The University of Texas at Dallas, Dallas, TX, USA

Christoph Burger
Conferences
#BCN008: Blockchain and Industry 4.0, Humboldt University of Berlin, Berlin, Germany
Intelligente Netzplanung und -betrieb von Verteilnetzen Flexibilitätsoptionen intelligent nutzen, DVGW Congress, Hannover, Germany
Hidden Champions Conference, ESMT Berlin and Yale School of Management, New Haven, CT, USA

Gianluca Carnabuci
Conference
6th INSEAD Network Evolution Conference (NEC), INSEAD, Fontainebleau, France
Seminars
Research Seminar, Durham University Business School, Durham, UK
SONIC Speaker Series, Northwestern University, Evanston, IL, USA

Workshop
Workshop on Determinants and Impact of Novelty, BETA, CNRS and RITM, Nancy, France

Linus Dahlander
Conferences
6th INSEAD Network Evolution Conference (NEC) 2018, INSEAD, Fontainebleau, France
78th Annual meeting of the Academy of Management, Academy of Management, Chicago, IL, USA

Other
Keynote Address, Saint Paul Escola de Negocios, São Paulo, Brazil

Matthew S. Bothner
Conference
78th Annual meeting of the Academy of Management, Academy of Management, Chicago, IL, USA

Other
SONIC Speaker Series, Northwestern University, Evanston, IL, USA

Workshop
Workshop on Determinants and Impact of Novelty, BETA, CNRS and RITM, Nancy, France

Andreas Bernhardt
Conference
7th World Business And Executive Coach Summit, WBECS, UK – online

Other
Beiratssitzung Cluster Metall Brandenburg, Wirtschaftsförderung Land Brandenburg GmbH (WFBB), Potsdam, Germany
IBC - Working Committee «Industry, Innovations and Prospective Development», IBC International Business Congress, Munich, Germany
Innovation & Disruption at the Grid’s Edge, Cornwall Insight, London, UK
Hidden Champions – an Engine for Economic Success SME’s with focus on Artificial Intelligence & Blockchain Technologies, The German Center for Research and Innovation (GCRI), EUCOR-The European Campus, and ESMT, New York, NY, USA
Seminars
INEIS/MGMT, Aarhus BSS, Aarhus University, Aarhus, Denmark
INSEAD Asia Campus, Singapore, Singapore
Imperial College London, London, UK
Rotterdam School of Management, Erasmus University, Rotterdam, The Netherlands
Singapore Management University (SMU), Singapore, Singapore
Technical University, Berlin, Berlin, Germany
St. Gallen Seminar Series on Marketing, University of St. Gallen (HSG), St. Gallen, Switzerland
Other
Best-Paper-Award in Innovation Management 2018, EBS University of Business and Law, Wiesbaden, Germany

Francis de Véricourt
Conferences
European Conference on Operational Research, University of Valencia, Valencia, Spain
Manufacturing and Service Operations Management Conference, Naveen Jindal School of Management, The University of Texas at Dallas, Dallas, TX, USA

Seminars
Research Seminar, Cambridge Judge Business School, Cambridge, UK
Research Seminar, London Business School, London, UK
Research Seminar, UCL School of Management, London, UK

Sandro Gaycken
Conferences
Asia-Pacific Week Berlin, Asia-Pacific Forum Berlin and Berlin Senate for Economics, Energy, and Public Enterprises, Berlin, Germany
Kundendialog 6.0, Media Broadcast, Cologne, Germany
Pathfinder, ERGO, Berlin, Germany

Seminars
Digitales Deutschland 2025, Konrad-Adenauer-Stiftung, Berlin, Germany

Other
Cyberkrieg um das Präsidentenamt? Welche Rolle spielte das Internet für den Wahlsieg Donald Trumps?, Konrad-Adenauer-Stiftung, Potsdam, Germany

Michal Grajek
Conference
The 16th annual International Industrial Organization Conferences, IIOC, Indianapolis, IN, USA

Benjamin Grosse Rueschkamp
Conferences
EEA-EESM Annual Meeting, EEA, Cologne, Germany
SAFE Annual Conference, Research Center SAFE, Frankfurt, Germany
SGF Conference, SGF, Zurich, Switzerland

Laura Guillén
Conferences
78th Annual meeting of the Academy of Management, Academy of Management, Chicago, IL, USA
Potsdam Leadership Symposium 2018, University of Potsdam, Potsdam, Germany

Seminar
Research Seminar, Copenhagen Business School, Frederiksberg, Denmark

Jan U. Hagen
Conferences
1st International Bar Leaders Symposium, Deutscher Anwalt Verein, Heidelberg, Germany
3rd International Human Factors Conference, Lufthansa Aviation Training, Vienna, Austria
Aviation Safety Awareness Day, Belgian Air Force, Florennes, Belgium
Corporate Governance Compliance Strategies, we.connect, Berlin, Germany
Hirslanden Doctors’ Summit 2018, Privatklinikgruppe Hirslanden, Lucerne, Switzerland

Other
Fehlerkultur – Was wir von Piloten lernen können, Zürcher Public Relations Gesellschaft, Zurich, Switzerland

Rajshri Jayaraman
Seminars
Research Seminar, Max Planck Institute, Munich, Germany
Research Seminar, Nuffield College, University of Oxford, Oxford, UK

Workshops
Annual Meeting - Organizational Economics, Verein für Socialpolitik, Hamburg, Germany
Field Days: Experiments Outside the Lab, Erasmus School of Economics, Rotterdam, The Netherlands

Katja Kisseleva-Scherenberger
Seminar
PhD Brown Bag Seminar, Stanford Graduate School of Business, Stanford, CA, USA

Konstantin Korotov
Conference
Open Innovations Forum 2018, Moscow, Russia

Henning Christian Lahmann
Seminar
The International Rule of Law – Rise or Decline?, Humboldt University of Berlin, Berlin, Germany

Ingo Marquart
Conference
78th Annual meeting of the Academy of Management, Academy of Management, Chicago, IL, USA

Urs Müller
Conference
EBEN Research Conference 2018, EBEN European Business Ethics Network, Vienna, Austria

Per Olsson
Conference
NICE Launch conference Stockholm, Nordic Initiative for Corporate Economics, Stockholm, Sweden

Other
Accounting Summer Camp 2018, Free University Bozen-Bolzano, Bozen, Italy
Olaf Plötner
Conference
Hidden Champions Conference, ESMT
Berlin and Yale School of Management, New Haven, CT, USA

Henry Sauermann
Conferences
2018 Specialized Conference: From start-up to scale-up: Coping with organizational challenges in a volatile business environment, Academy of Management, Tel Aviv, Israel
14. Kapitalmarktgesepräche, ZZ Vermögensverwaltung, Vienna, Austria
78th Annual meeting of the Academy of Management, Academy of Management, Chicago, IL, USA
Fourth International ZEW Conference on the Dynamics of Entrepreneurship (CoDE), Centre for European Economic Research (ZEW) Mannheim, Mannheim, Germany
Frontiers of Entrepreneurship Research Conference, Frank Hawkins Kenan Institute of Private Enterprise, Palm Beach, FL, USA
Strategic Management Conference, Strategic Management Society, Paris, France
VHB TIE, Technical University, Hamburg-Harburg, Germany

Seminars
Research Seminar, German Centre for Higher Education Research and Science Studies (DZHW), Berlin, Germany
Research Seminar, KLU Hamburg, Hamburg, Germany
Research Seminar, Leibniz Institute for Zoo and Wildlife Research, Berlin, Germany
Research Seminar, London Business School, London, UK
Research Seminar, Maastricht University, Maastricht, The Netherlands
SO External seminar series, Tilburg University, Tilburg, The Netherlands

Workshops
Advancing the Science of Science Funding Workshop, NBER National Bureau of Economic Research, Cambridge, MA, USA
Crowdfunding of Science workshop, Aarhus University, Aarhus, Denmark

Other
Forschungskolloquium Technik- und Innovationsforschung „Digitalisierung der Arbeitswelt“, Berlin, Germany

Ulf Schäfer
Conference
EBEN Research Conference 2018, EBEN European Business Ethics Network, Vienna, Austria

Martin Schallbruch
Conferences
7. Speyerer Forum zur digitalen Lebenswelt, German University of Administrative Sciences, Speyer, Germany
Compliance 2018, Handelsblatt Fachmedien, Berlin, Germany

Seminar
Technology Nationalism Workshop, East-West Institute, Palo Alto, CA, USA

Other
Sitzung des Europaausschusses, Sächsischer Landtag, Berlin, Germany
Vorder-, Hinter- und Falltüren. Zum staatlichen Umgang mit Verschlüsselung., Global Public Policy Institute, Berlin, Germany

Martin Schweinsberg
Seminar
Research seminar, University of Amsterdam, Amsterdam, The Netherlands

Other
Research Presentation, TU Dortmund, Dortmund, Germany

Isabel Skierka
Conference
Living in the IoT Konference, The Institution of Engineering and Technology (IET), London, UK

Seminars
Cybersicherheit in der Wirtschaft, Konrad Adenauer Stiftung, Berlin, Germany
Cybersicherheit, Berlin-Landesgruppe Bündnis 90 die Grünen, Berlin, Germany

Marrit Teirlinck
Workshop
5th DENeB PhD Workshop, ESMT/DFG, Berlin, Germany

Stefan Wagner
Conferences
11th Annual Searle Center / USPTO Conference on Innovation Economics, Northwestern University School of Law, Chicago, IL, USA
Munich Summer Institute, Bavarian Academy of Sciences and Humanities, Munich, Germany
TIE Conference, VHB (Verband der Hochschullehrer für Betriebswirtschaftslehre e.V.), Hamburg, Germany

Seminars
Research Seminar, Copenhagen Business School, Copenhagen, Denmark
Research Seminar, NBER, Cambridge, MA, USA
Research Seminar, University of Vienna, Vienna, Austria
Centers and institutes

Center for Financial Reporting and Auditing (CFRA)

As a consequence of the financial turmoil over the last decade, financial reporting and auditing face enhanced regulatory and political scrutiny on both the national and international levels. In recent years, research has become increasingly important for capital market activities and financial reporting and auditing are no exceptions. At the same time, academic research is getting more specialized and many feel that the gap between academic research and practice has widened. The CFRA sees it as its purpose to narrow this gap. For information about events organized by the CFRA, see pages 35–37.

Team

**Per Olsson**
Professor of Accounting and Director of the CFRA

*Financial reporting, capital markets research, valuation research, corporate governance, and international accounting differences*

**Michael Gewehr**
Managing Director, until 10/31/18

**Katja Kisseleva-Scherenberger**
Research Associate

*Entrepreneurial financial management, venture capital markets*

**Christianie Wieland**
Center Manager

**Tijana Ristic Kern**
Coordinator

Affiliate researchers

**Stanley Baiman**
Distinguished Affiliate Professor, ESMT and William H. Lawrence Professor Emeritus of Accounting, The Wharton School, University of Pennsylvania

**Ulf Brüggemann**
Affiliate Researcher, CFRA, ESMT, and Assistant Professor of Accounting, Humboldt University of Berlin

**Joachim Gassen**
Affiliate Researcher, CFRA and Visiting Faculty, ESMT, and Professor of Accounting, Humboldt University of Berlin

**Annette Köhler**
Professor of Accounting and Auditing, Mercator School of Management, University of Duisburg-Essen

Academic advisory council

**Stanley Baiman**
Distinguished Affiliate Professor, ESMT, William H. Lawrence Professor Emeritus of Accounting, The Wharton School, University of Pennsylvania

**Joachim Gassen**
Affiliate Researcher, CFRA and Visiting Faculty, ESMT, and Professor of Accounting, Humboldt University of Berlin

**Katherine Schipper**
Thomas F. Keller Professor of Accounting, Fuqua School of Business, Duke University

**Laurence van Lent**
Professor of Accounting and Economics, Frankfurt School of Finance and Management
Center for Leadership Development Research (CLDR)

The CLDR concentrates its efforts on understanding modern leadership dilemmas as faced by managers, learning and development professionals, HR executives, and executive coaches. Deep involvement in leadership teaching and coaching has allowed the Center’s contributors to experiment with new leadership development methods and to deepen the ties to the international HR community. The ESMT Organizational Behavior Conference and the ESMT-KDVI Coaching Colloquium, as well as international outlets of the latter (such as the 5th Russian-German Colloquium on Executive Coaching), and involvement of the members of the Center in international academic and practitioner conferences, supports the global outreach of the Center’s thought leadership. 2018 was dedicated to analyzing the results of the ESMT coaching colloquia from the last ten years.

The work of the CLDR was presented in various conferences and workshops during 2018:

- CLDR webinar for the Institute of Coaching at McLean Hospital, a Harvard Medical School Affiliate on Psychological Safety in Coaching (November 14, 2018, Cambridge, MA). CLDR was invited to develop a webinar for the global audience of the Institute of Coaching based on its thought leadership in the challenges coaches and coachees face in executive coaching. The topic of psychological safety was considered for the first time from the perspective of both parties engaged in the coaching process.
- Leading with IMPACT: ESMT Approach to Leadership Development. ESMT was invited to present its thinking about leadership development to the Brazilian management community at Saint Paul Escola de Negocios on November 23, 2018. The discussion centered on addressing the challenge of multiple definitions of leadership in use.
- CLDR led the discussion on the topic of “Embracing labor substitutability” at the Horasis Visionary Circle Meeting on November 21-23. During the debate on the theme of Leadership in Times of Digitalization, CLDR academics analyzed together with the visionaries from Horasis Circle the changing needs of followers and leaders in times of concerns about employability.

For information about events organized by the CLDR, see pages 37–38.
Internal and external affiliates

Konstantin Korotov
Professor of Organizational Behavior, Director of the CLDR, Associate Dean of Executive Education
Psychological burdens of modern leadership, leadership development, career dynamics, and executive coaching

Andreas Bernhardt
Executive Development Advisor and Lead Coach
Change management, coaching, conflict and crisis management, executive coaching and education, human resources management, leadership development, negotiation, and organizational behavior

Elizabeth Florent-Treacy
Senior Lecturer, Associate Director of Research, INSEAD Executive Degree Programme, INSEAD

Bülent Gögdün
Program Director
Business strategy, change management, consulting, executive coaching and education, management education, leadership development, and strategy

Laura Guillén
Assistant Professor of Organizational Behavior
Leadership and leader identity, motivation to lead, gender, diversity, authenticity, dark side of leadership, social perceptions at work, and coaching practices

Jan U. Hagen
Associate Professor
Error management, crisis management, impact of leadership styles, and communication patterns on performance of flight crews

Manfred F. R. Kets de Vries
Distinguished Affiliate Professor, ESMT, Distinguished Clinical Professor of Leadership Development and Organizational Change, and The Raoul de Vitry d’Avaucourt Chaired Professor of Leadership Development, Emeritus, INSEAD
Leadership and the dynamics of individual and organizational change

Svetlana Khapova
Visiting Faculty, ESMT, Full Professor of Careers and Organization Studies, Head of the Department of Management & Organization, Chair of Management Programmes, VU Executive Education, Vrije University Amsterdam

Ulf Schäfer
Program Director
Business ethics, change management, entrepreneurship, leadership development, and organizational behavior
Center for Sustainable Business (CSB)

ESMT founded the CSB in February 2015. The CSB acts as an international platform for research, teaching, and thought leadership on corporate sustainability. The mission of the Center is to help companies increase value from their sustainability investments and promote corporate sustainability and responsibility.

Sustainable Business Roundtable (SBRT)

The SBRT is a flagship initiative of the CSB. It was founded in 2011 by ESMT and acts as a peer-to-peer learning network of international companies. Its unique value proposition is that it shows how sustainability interfaces with other departments, such as human resources, marketing, and investor relations. The SBRT convenes twice a year and is attended by two representatives from every company—the sustainability manager and a colleague from another area (e.g. marketing, supply chain, human resources). This creates a rich environment for debate and discussion. In 2018, the following four companies joined the SBRT network: H&M, McKesson, Orange, and Volkswagen. Therefore, at the end of 2018, the network of the SBRT members included the following companies:

- Accenture
- Adidas
- Aegon
- BASF
- Coca-Cola
- European Partners
- Covestro
- Deutsche Bank
- Deutsche Telekom
- E.ON
- Enel
- Fragomen
- Fraport
- H&M
- IBM
- ING
- McDonald’s
- McKesson
- Orange
- Osram
- PwC
- Siemens
- Unilever
- UniCredit
- Volkswagen

In 2018, the CSB hosted two SBRTs on the themes of “Implementing Sustainability across the Company” (in April) and “Sustainable Policy, Regulation and Compliance” (in November). More information is provided in the Events section of this report.

The Realtors Sustainable Business Breakfast

The Realtors Sustainable Business Breakfast is an initiative similar to the SBRT but directed only at real estate companies and their stakeholders. The CSB realized that real estate companies are lagging behind other sectors in terms of creating shared value for business and society alike. Therefore, 2017 saw the CSB start a collaboration with real estate company Ziegert. In 2018, the CSB hosted The Second Realtors Sustainable Business Breakfast. More information is provided in the Events section of this report. It has also conducted a hot spot study on sustainability challenges in the urban development and real estate industries.

For information about events organized by the CSB, see pages 38–39.
Team

CB Bhattacharaya
Professor of Marketing and Director, CSB, until 08/31/18
Business strategy innovation, CSR, sustainability, stakeholder engagement, marketing strategy, and corporate identity and reputation

Joanna Radeke
Manager

Benjamin Scheerbarth
Research Consultant
Sustainability & Real Estate

Internal affiliates

Tamer Boyaci
Professor of Management Science, Michael Diekmann Chair in Management Science, and Director of Research
Supply chain management, sustainable operations, remanufacturing, retail operations, marketing operations inter-face, pricing, and assortment optimization

Rajshri Jayaraman
Associate Professor of Economics, Faculty Lead of the Full-time MBA Program
Development economics and labor economics

Urs Müller
Lecturer and Head of the Practice Group Consumer Goods and Retail
Business ethics, case study method, change management, consumer goods, corporate responsibility, corruption, intercultural management, pricing policy, retail sector, stakeholder management, and sustainability

Jörg Rocholl
President, Professor of Finance, and EY Chair in Governance and Compliance
Corporate finance, corporate governance, financial intermediation, central banks, and financial regulation

External affiliates and SBRT Steering Committee

Tima Bansal
Executive Director, Network for Business Sustainability and Professor of General Management, Ivey Business School

Zeynep Gürhan Canli
Director, Graduate School of Business and Migros Professor of Marketing, Koç University

Shuili Du
Assistant Professor of Marketing, University of New Hampshire

Jennifer Howard-Grenville
Associate Professor of Management, University of Oregon

Ioannis Ioannou
Associate Professor of Strategy and Entrepreneurship, London Business School

Andreas Kicherer
Director Sustainability Strategy, BASF

Sankar Sen
Professor of Marketing, Zicklin School of Business, Baruch College

N. Craig Smith
INSEAD Chaired Professor of Ethics and Social Responsibility, INSEAD

Marc van Weede
Executive Vice President and Global Head of Strategy & Sustainability, Aegon N.V.
Digital Society Institute (DSI)

Supported by leading global companies in Germany, the DSI was founded in 2016 in order to foster the economic and societal development of digitization through strategic research and development.

The Institute designs effective, responsible strategies for politics, business and society in Europe’s digital future, and develops innovative technologies for novel approaches to digitization. The Institute’s main areas of expertise are cyber strategy and innovation, military cyber defense, risk management, privacy and security regulation, industrial and embedded security, and high assurance technologies.

In 2018, a further area of expertise was successfully established: artificial intelligence societies, wherein Dr. Lydia Kostopoulos undertakes research on the ethics of AI, among other topics. The DSI further established a new research project together with Stanford University’s Hoover Institution on Comparative Cybersecurity Governance US-DE.

In the course of the year the DSI welcomed a number of new researchers. Dr.-Ing. Pawel Swierczynski, jointly with Hensoldt Cyber, develops a high assurance cyber military system solution to achieve total cybersecurity on a military level. Tanja Strüve joined a team at DSI who, together with VERIMI, conducts research on the success factors for the anchoring of digital platforms in society, analyzing the role platforms can play in health care and the economy and investigating data sovereignty and interoperability of technical systems. Henning Christian Lahmann, together with the Deutsche Cybersicherheits-Organisation (DCSO), joined the DSI, assessing existing public private partnerships in the realm of cybersecurity in Germany while placing a focus on a business perspective.

Throughout the year, the DSI was again very active in many important debates and decision making processes. It took part in senior government activities, participated in large enterprise C-level meetings, and organized a number of internationally well-received workshops and conferences. The Digital Society Conference: Empowering Ecosystems covered new developments in security and privacy, digital politics, and industrial strategies and placed a focus on the reality of the rise of AI, its societal implications, and how to understand and harness the battle for AI dominance. A second focus of the Conference was on platforms; their role, their power, how to build them, and how and when to control them. Conference partners were the German Federal Foreign Office, VERIMI, ZVEI, the Blavatnik Interdisciplinary Cyber Research Center of Tel Aviv University, the Chair Castex de Cyberstrategie, The Future Society, and the Center for Public Policy and Private Enterprise at the University of Maryland. Further important events were with NATO, the US Naval War College, and the Castex Chair of Cyberstrategy. For detailed information about all events organized by the DSI, see pages 39–42.
Team

Sandro Gaycken
Director of the DSI
Strategic digitalization, cybersecurity, and cyberwar

Martin Schallbruch
Deputy Director
Cybersecurity, privacy, digitization strategies, digitization policy, public sector ICT, European and international cyber law, incident management, and cyber trust

Alexander Bajic
Junior Researcher
Network modeling, attack and defense simulation, and fraudulent behavior in VoIP

Georg T. Becker
Senior Researcher
IT-security, hardware security, hardware Trojans, side-channel analysis, IP protection, hardware watermark, and hardware obfuscation

Shina-Nancy Erlewein
Scientific Coordinator

Lydia Kostopoulos
Senior Researcher
Artificial intelligence and autonomous weapons systems, defense innovation, and technological convergence

Henning Christian Lahmann
Senior Researcher
Cybersecurity, global governance, transnational security, human rights online, privacy, and algorithm ethics

Isabel Skierka
Researcher
IT security, cyber security, Industry 4.0, critical infrastructures, global governance, and international security

Tanja Strüve
Researcher
Digital platforms, regulation, and European law

Pawel Swierczynski
Senior Researcher
IT-security, FPGA security, side-channel analysis, encryption, and key extraction

Elisa Cavallini
Team Assistant

External affiliates

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Professor of Strategic Management, École Polytechnique

Clemens Binninger
Former member of the German Bundestag and Chairman of the Parliamentary Control Panel

Frédéric Douzet
Professor, Institut Français de Géopolitique

Kenneth Geers
Senior Research Scientist, Comodo; Senior Fellow, Atlantic Council; Ambassador, NATO Cyber Center

Michael Hange
Former President of the Federal Office for Information Security

James Andrew Lewis
Director and Senior Fellow, Center for Strategic & International Studies

John Mallery
Research Scientist, Massachusetts Institute of Technology

Advisory council

Thomas Bagger
Director of Foreign Policy, Office of the Federal President of Germany

Sorin Ducaru
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Melissa Hathaway
Senior Advisor, Belfer Center for Science and International Affairs, Harvard Kennedy School

Stefan Heißner
Partner, EY

Martin Hofmann
CIO, Volkswagen

Wolfgang Ischinger
Chairman, Former Ambassador of Germany to the UK and the USA; Chairperson of the Munich Security Conference

Ralf Schneider
Group CIO, Allianz

Brigitte Zypries
Former Federal Minister for Economic Affairs and Energy, German Federal Government
Hidden Champions Institute (HCI)

The HCI was founded in 2017 by ESMT. “Hidden champions” are primarily medium-sized companies that hold a leading international market position but despite their success are largely unknown to the general public. The HCI is the world’s first university institution dedicated exclusively to hidden champions, thus providing them with an academic home. Its mission is to support entrepreneurs and managers by generating and disseminating knowledge for, and about, hidden champions. To this end, the HCI operates on three different levels:

- **Research**: The HCI generates practical and scientifically relevant knowledge for, and about, hidden champions. Topics include researching the phenomenon of hidden champions and examining their management challenges. Current management challenges are, for example, digital transformation, innovation, maintaining and expanding competitiveness, further international growth, sales management, leadership topics, and cultural aspects of an organization. The results of HCI research are regularly made available to its members in the form of newsletters, specialist articles, reports, and case studies.

- **Education**: In the area of education, open and company-specific programs tailored especially to the hidden champions are designed and conducted. If the open program portfolio of ESMT meets the needs of a hidden champion, this can be accessed by the HCI. Hidden champions are also a subject matter of ESMT degree programs.

- **Network**: The HCI offers its members a unique platform that enables them to benefit from a solid international network of hidden champions. Conferences and networking events, among other formats, facilitate meetings between hidden champions and the exchange of valuable experiences.

For information about events organized by the HCI, see page 43.

**Team**

**Johannes Habel**
Associate Professor, Co-director of the HCI, and Program Director
*Brand strategy, consumer behavior, customer relationship management, incentives, marketing, negotiation, sales force management (in industrial markets), strategic marketing, and technology-based industries*

**Sabina Rau**
Co-director, until 06/30/2018

**Paulin Conrad**
Manager

**Melanie Baier**
Research Associate

**Olaf Plötner**
Professor and Bringing Technology to Market Expert
*Competitive strategy, B2B marketing, and international sales management in technology-based B2B markets*

**Bülent Gögdun**
Program Director and People Development Expert
*Business strategy, change management, consulting, executive coaching, executive education, leadership development, management education, and strategy*

**Bianca Schmitz**
Co-director and Program Director
*Innovation processes, design thinking, success factors of hidden champions, and executive education*

**Ulrich Linnhoff**
Lecturer, Head of USW Netzwerk Programs, and People Development Expert
*Accounting and corporate governance*

**Sabina Rau**
Co-director, until 06/30/2018

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**Philipp Aminoff**
Chairperson, Helectron Oy Ab

**Ayla Busch**
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**Uta-Micaela Dürig**
Managing Director, Robert Bosch Stiftung

**Reinhold von Eben-Worlée**
Managing Partner, Worlée-Chemie GmbH

**Vera-Carina Elter**
CHRO, KPMG AG Wirtschaftsprüfungsgesellschaft

**Jens Fiege**
Managing Partner, FIEGE Logistics Stiftung & Co. KG

**Boris Gorella**
Beckers Group - Wilh. Becker Holding GmbH

**Robert Gutsche**
CEO, IFA Rotorion Holding GmbH

**Stefan Heidbreder**
Managing Director, Stiftung Familienunternehmer

**Peter Jaskiewicz**
Full Professor, Telfer School of Management, University of Ottawa

**Jürgen Kluge**
Chairperson of the Supervisory Board, Schmitz Cargobull AG

**Alexander Knauf**
Managing and General Partner, Knauf Gips KG

**Hans-Jürgen Kulartz**
Board Member, Berliner Sparkasse Niederlassung der Landesbank Berlin AG

**Stefan Kürbis**
Senior Vice President Global HR & Innovation Management, W.O.M. World of Medicine GmbH

**Holger Lösch**
Deputy Director General, Bundesverband der Deutschen Industrie (BDI)

**Andreas Maurer**
Senior Partner and Managing Director, The Boston Consulting Group

**Ingeborg Neumann**
Founder and Managing Partner, Peppermint Holding GmbH

**Sabine Rau**
Founding Director HCI

**Christoph Regierer**
Partner, Mazars GmbH & Co. KG

**Jörg K. Ritter**
Partner, Egon Zehnder International GmbH

**Jörg Rocholl**
President, Professor of Finance, and EY Chair in Governance and Compliance, ESMT

**Hermann Simon**
Founder and Honorary Chairperson, Simon-Kucher + Partners GmbH

**Martin Stark**
Chairman of the Advisory Boards, G. Siempelkamp GmbH & Co. KG

**Ulrich Bertold Stoll**
Vice Chairperson of the Supervisory Board, Festo AG & Co. KG

**Daniel Terberger**
CEO, KATAG AG

**Markus Voigt**
President, Verein Berliner Kaufleute und Industrieller e.V. (VBKI)

**Friederike Welter**
President and Managing Director, Institut für Mittelstandsforschung Bonn

**Reinhard Zinkann**
Managing Partner, Miele & Cie. KG
Entrepreneurship is critical for employment, regional development, and economic growth. Well-functioning financial markets play a key role in entrepreneurship by providing resources for new ventures while giving investors the opportunity to build endowments that ensure future prosperity. The IFEE integrates activities at the intersection of the fields of entrepreneurship and finance in a unique way. These activities span research, teaching, as well as interactions with practitioners. The IFEE is led by the POK Pühringer PS Chair for Entrepreneurship, Henry Sauermann, and also encompasses a visiting professorship in Finance and Endowment Management position.

Research performed by members of the IFEE covers a range of topics such as human capital in startups, crowdfunding, as well as endowment management at universities. This research has appeared in top academic journals such as Management Science, Organization Science, and Science. Research insights are diffused widely to practitioners and policy makers, and have been covered by media such as the Wall Street Journal, the New York Times, and der Spiegel.

By integrating its research with teaching and practice in the areas of entrepreneurship and finance, IFEE pursues ESMT’s mission to create and impart new knowledge to advance business and society, and to develop entrepreneurial leaders.

For information about events organized by the IFEE, see pages 43–44.

**IFEE team**

**Henry Sauermann**  
Associate Professor of Strategy, POK  
Pühringer PS Chair in Entrepreneurship,  
and Director of the Institute of  
Endowment Management and  
Entrepreneurial Finance (IFEE)  
*Entrepreneurial strategy, crowdfunding, human capital, and science and innovation*

**Sascha Czerwenka**  
Research Associate  
*Endowment asset management, macroeconomics, FX valuation, and liquidity flows*

**Florian Mair**  
Research Associate  
*Asset management, endowment funds, investment strategies, and financial economics*
Interview with Prof. Henry Sauermann

What led to the founding of the IFEE?

The IFEE was founded in 2017 with the generous support of the POK Pühringer Privatstiftung. Mr. Pühringer’s vision was to create an institute that allowed ESMT to build strong competencies in the areas of endowment management and entrepreneurial finance. A particular goal is the integration of research and practice, further reinforced by unique teaching offerings. In particular, our two-year Portfolio Management Program (PMP) allows MiM students to gain hands-on experience managing a real investment portfolio, guided by an excellent set of mentors. Students are also connecting with PMP programs at universities in Vienna and Zurich.

You have recently conducted research into crowdfunding. What did you find and what are the implications for entrepreneurs?

We analyzed over 800 campaigns on the largest platform for crowdfunding scientific research. One surprising finding was that the most successful project creators are junior individuals without an existing track record of achievements. We also found that women had higher success rates than men. Our results suggest that crowdfunding is not a substitute for traditional funding mechanisms but provides resources to individuals who might be excluded from other mechanisms. We are currently investigating whether crowdfunding lowers the “barriers to entry” for new scientists, and how it affects the careers and competitive dynamics in a field.

Much of your research covers preparing future scientists and engineers for a broad range of careers, and you were on the US National Academies’ committee on graduate STEM education for the 21st century. Why is this research so important?

Strong human capital is critical for innovation, entrepreneurship and economic growth in every country. At the same time, building the right human capital and finding a fulfilling career is extremely important for individuals. I hope that my research in this domain can help make higher education more effective and guide graduates in their career decisions. As such, I try to have both scholarly impact and practical relevance – true to the Leibniz Motto “Theoria cum Praxi”.

Henry Sauermann
Associate Professor of Strategy, POK Pühringer PS Chair in Entrepreneurship, and Director of the IFEE
Research seminars and their academic presentations

The list below comprises research seminars and their academic presentations organized by ESMT in 2018. The list is inclusive of the Faculty Research Seminars (FRS), Brown Bag Seminars (BBS), and the Berlin Finance Seminar Series (FSS). The latter is organized in conjunction with the Humboldt University of Berlin.

Pierre Azoulay (Sloan School of Management, Massachusetts Institute of Technology)
Does science advance one funeral at a time?

Kai Brückerhoff (Max Planck Institute)
Supranational deposit insurance: A way to institutionally preclude regulatory home bias?

Christoph Burger (ESMT)
Blockchain für Gas- und Stromnetze – eine Illusion?

Chirantan Chatterjee (Indian School of Business)
Organize to innovate: Intellectual property regimes, technology adoption and firm structure

Emanuele Colonnelli (Booth School of Business, University of Chicago)
Corruption and firms: Evidence from randomized audits in Brazil

Nicolas de Roos (Faculty of Arts and Social Science, The University of Sydney)
Startup search costs

Tolga Demir (Swedish House of Finance, Stockholm School of Economics)
Utilizing Management Technology
Advantages in Cross-Border Acquisitions

Florian Englmaier (Department of Economics, LMU Munich)
The effect of incentives in non-routine analytic team tasks – evidence from a field experiment

Colin M. Fisher (UCL School of Management, University College London)
When the thought doesn’t count: Vacuous helping processes in organizations

Simon Gervais (The Fuqua School of Business, Duke University)
The equilibrium value of employee ethics

Reint Gropp (Halle Institute for Economic Research)
The cleansing effect of banking crises

Andre Guettler (Ulm University)
The effect of bank competition on access to finance

Thorsten Hens (Department of Banking and Finance, University of Zurich)
An application of evolutionary portfolio theory to factor investing

Markus Latzke (Vienna University of Economics and Business)
Mixed signals: Initial job seekers’ perception and evaluation of recruiting websites and online employer reviews

Ingo Marquart (ESMT)
Shaping the social architecture of the startup

Matt Marx (Questrom School of Business, Boston University)
Labor market exposure before graduation: Experimental evidence on engineering students

Daniel Metzger (Stockholm School of Economics)
Since you’re so rich, you must be really smart: Talent and the finance wage premium

Sampsa Samila (IESE Business School, University of Navarra)
The persistent effect of initial success: Evidence from venture capital
Considerable actions at the EU level and by the ECB have been taken to make the Eurozone economically resilient. While the economic risks might have been banned, electoral events in recent years, including the Brexit vote, make clear that the euro system might become under attack from other directions. The probability for such political shocks may also have become smaller in recent years, but the possibility of such a shock that threatens the system can never be completely excluded. It is therefore important to understand the adverse impact of such an event. The high-level international conference addressed the question of political resilience, the devastating economic experience of comparable events in past centuries, and actions and remedies that should be taken in case of such an event.
ESMT Annual Forum
Managing the future
June 7

Technology is rapidly transforming our world. Whether evidenced by the latest smartphones, smart homes, or “smart industry,” technological innovations are shaping the personal and the political, the everyday and the future. Businesses are both leading the charge for change and seeking to understand how to harness these developments in innumerable ways.

The ESMT Annual Forum invited attendees to examine the challenges, opportunities, and impacts of technology in business. What are the lessons to be learned from big data analytics, and how can business leaders use them to drive organizational change? How will technology support innovative business models and shape competitive market strategies? In what ways will robotics and artificial intelligence transform traditional industries in sustainable ways?

Forum keynotes and panel discussions brought together political and business leaders, academics, and technology experts to discuss these questions and others. Additionally, breakout sessions led by ESMT faculty and external experts invited participants to focus on specific outcomes of technology implementation in business.

European Policy for Intellectual Property (EPIP)
September 5–8

ESMT hosted the 13th annual meeting of the European Policy for Intellectual Property Association (EPIP) – the EPIP 2018 Conference – co-funded by the Deutsche Forschungsgemeinschaft (DFG). The goal of the Conference was to bring together academics, policy makers and other stakeholders for a scholarly debate on pressing issues regarding current developments in the protection of intellectual property. Theoretical, empirical, and policy-oriented presentations formed the basis for this debate. The Conference was preceded by a PhD workshop on the economics and law of patent processing. As a special focus, the EPIP 2018 conference contained a dedicated track of sessions around the topic “IP in a data-driven economy: New challenges for law, economics and social sciences”, which was organized jointly with the Berlin based Weizenbaum Institute for the Networked Society – The German Internet Institute.

Altogether, 138 participants from 26 countries attended the Conference. The countries represented were: Austria, Australia, Azerbaijan, Belgium, Canada, Denmark, Finland, France, Germany, India, Israel, Italy, Japan, Luxembourg, Netherlands, Norway, Poland, Portugal, Russian Federation, Spain, South Korea, Sweden, Switzerland, Taiwan, United States of America, and United Kingdom.

10th Berlin IO Day
September 28

The Berlin IO Day is a one-day workshop sponsored by the Berlin Centre for Consumer Policies (BCCP) and supported by Berlin’s leading academic institutions, including DIW Berlin, ESMT, Humboldt-University of Berlin, Technical University Berlin, and WZB which takes place twice a year.

For each Berlin IO Day, four or five speakers are invited to present their recent work on a variety of IO topics, followed by a general discussion. The aim is to create an international forum for high quality research in industrial organization in the heart of Berlin, one of Europe’s most vibrant and intellectually lively cities.
5th Development Economics Network of Berlin (DENeB) PhD Workshop
September 28

The Development Economics Network of Berlin (DENeB) hosts annual workshops for PhD students in Germany and beyond studying topics of international development. The workshops provide doctoral students with the opportunity to share their ongoing work and receive critical feedback.

DENeB is a network of young researchers in the Berlin area interested in development economics. It is supported by senior researchers from various institutions, such as WZB, RWI, DIW, MRI and ESMT.

4th Conference on Error Management: How could this happen?
November 12–13

These biennial conferences aim to promote the concept of error management beyond the scope of high-reliability organizations, where it has become a fixed part of organizational behavior and learning. This conference focused on problems that are of special concern to senior executives of all industries and highlight the prerequisites of organizational error management in leadership, culture, and strategic management. Academic participants included among others Karlene Roberts (UC Berkeley), Rangaraj Ramanujam (Vanderbilt), Dave Hofmann (UNC), Michael Frese (National University Singapore), and Paul Verdin (ULB).

Centers and institutes events

Center for Financial Reporting and Auditing (CFRA)

Annual Accounting Conference 2018
Accounting Research: Diversity within unity
February 26–27

The Annual Accounting Conference 2018 was jointly organized by CFRA at ESMT, the Accounting Section of the German Academic Association for Business Research (AS-VHB), and the International Association for Accounting Education and Research (IAAER). The theme of the Conference was “Accounting Research: Diversity within unity.”

Symposia with distinguished speakers covered important areas in financial accounting, in managerial accounting, and in accounting education, bringing together conference participants for vivid discussions and exchanges on the multiple facets of modern accounting research and policymaking. Katherine Schipper (Duke University and IAAER President) and Hilde Blomme (Accountancy Europe) attended as keynote speakers of the Conference. In addition, the Conference featured three panels with high-level participants and moderators, a special IASB session (hosted by Ann Tarca, board member of the IASB), and as many as 20 parallel paper sessions. For the parallel paper sessions, 96 abstracts were submitted, of which 63 papers from 17 different countries were accepted and presented. 139 participants from 23 countries attended the Conference with its versatile program.
Access to financial resources and sound financial management are vital for companies of all sizes. While startups enjoy many regulatory exemptions, they also face particular challenges that deserve greater attention from researchers and practitioners. Among others, these include power imbalances and information asymmetries between entrepreneurs and potential investors, limited capabilities for internal finance and accounting functions, as well as challenges in valuing and accounting for intellectual or human capital. Recent developments such as equity crowdfunding or initial coin offerings mitigate some of these challenges, while reinforcing others.

After its successful launch in 2017, the Entrepreneurial Financial Management conference represents a unique transatlantic forum of academics and practitioners, which focuses closely on the interaction of entrepreneurial finance and entrepreneurial accounting. In addition to two days of academic programming, the EFM II conference featured an afternoon practitioners’ session, including three keynotes and two panel discussions on the declining IPO market, and more broadly, how private capital markets have become increasingly important later and later in the lives of startups. The EFM II was jointly organized by the Center for Financial Reporting and Auditing and ESMT Institute for Endowment Management and Entrepreneurial Finance.

Academic participants included among others: Lee Fleming (UC Berkeley), Olav Sorenson (Yale University), Tim McQuade (Stanford Graduate School of Business), Michael Ewens (California Institute of Technology), David Robinson (Duke University).

Venture Capital Portfolio Day
Organized jointly with La Famiglia
September 13

After a successful teaching cooperation with La Famiglia VC in June, CFRA were very excited to run the Venture Capital Portfolio Day together as well. The day looked back at the past year of European VC market developments and trends and shared insights from investment activities as well as La Famiglia’s network.

The afternoon featured several keynotes from rising startup companies, a panel of international VCs (Accel, Atomico, Index Ventures), a keynote on machine learning and blockchain, as well as a keynote from Dorothee Bär (German State Minister for Digitization).

Workshop Natural Language Processing in Financial Markets
November 16

Analysis of qualitative information has a long tradition in computer science (Natural Language Processing – NLP) and linguistics (corpus linguistics). The analysis of language (spoken and written) can provide powerful insights in studying economic consequences, and methods applied only recently started to gain traction in accounting and finance. Estimates suggest that 90% of all available data created in the last 10 years, 80% of which in a business context, is qualitative/unstructured.
Literature in accounting and finance has only scratched the surface of textual analysis capabilities, and reliance on basic NLP techniques is primarily involving “bag-of-words” methods and make little use of corpus methods. Estimates say that in accounting and finance the state of affairs is significantly behind developments in computational linguistics and machine learning. Surprisingly little is known about how corporate disclosures interact with alternative information sources to influence investor behavior. Recently, however, hedge funds have started to make more and more use of textual analysis for trading purposes, which makes it even more important for corporations to use language strategically.

Workshop focus:
The workshop discussed how recent advances in the area of natural language processing affect the production and processing of financial information, as well as the behavior and outcomes of financial markets. It featured keynotes from Steven Young (Lancaster University) and Ryan LaFond (Deputy CIO, Alpert Global LLC), both worldwide leading experts in the field, and a set of current working papers that presented rigorous academic work with real-life appeal. It was rounded up with a panel discussion highlighting the practical relevance of the field.

Center for Leadership Development Research (CLDR)

7th ESMT OB Conference
June 25–26
The ESMT OB Conference is a small, specialized, annual research event that takes place every summer at ESMT. Each year, the Conference convenes with outstanding, renowned, and emerging scholars from the field of organizational behavior and leadership. In 2018, the Conference had 35 participants coming from top European and US business schools. The goal of the Conference was to present original research ideas, connect with other scholars and get feedback on a variety of leadership and OB related topics.

In 2018 the Conference presentation particularly focused on the challenges the field of leadership research faces. Participants critically assessed the state of what we believe we know about leadership, and discussed new avenues for leadership research that are meaningful for the world.

5th Russian-German Colloquium on Executive Coaching
People in Search of Meaning
April 21–22
In cooperation with the National Research University Higher School of Economics, the Center for Leadership Development Research conducted the 5th meeting of practicing coaches and those who study coaching with the specific purpose of exploring how the practice of executive coaching develops under difficult conditions of the Russian and other post-Soviet markets.
10th ESMT/KDVI Coaching Colloquium
New Leadership? New Coaching?
December 14–15

The CLDR and the Kets de Vries Institute (KDVI) ran the ESMT/KDVI Coaching Colloquium for the 10th time. The colloquium once again served as an opportunity for academics, practicing leadership coaches, human resources and learning and development professionals, and management consultants to enhance their knowledge, skills, and networks through intensive collaboration and peer-consultation on challenging or unusual cases in the practice of executive coaching.

During the colloquium, participants worked with real cases presented by real coaches, faculty, and learning and development managers, and commented upon by fellow professionals and academics. The requirements for leaders and leadership are evolving in the volatile and uncertain world of today’s organizations and societies, so the participants engaged in exploration of the changes in the roles coaching and coaches play in leadership development.

Center for Sustainable Business (CSB)

Sustainable Business Roundtable Spring Meeting: Implementing sustainability across the company
April 26–27

Speakers represented Adidas, Tchibo, Enel, London Business School, Volkswagen Group, Deutsche Bank, E.ON, McDonald’s, Forum for the Future, and ING. Senior executives of the member companies and guests (including companies and their stakeholders) discussed topics including:

- How to implement sustainability across different departments.
- How to convince others about sustainability.
- Putting sustainability and innovation together.
- Learnings and experiences from the 20 years in the sustainability game.
- Scenario planning for a sustainable future.

Second Realtors Sustainable Business Breakfast
Sustainability in the Real Estate Industry: Megatrends, market transformation and the sustainable development goals
April 26

In this second Realtors Sustainable Business Breakfast, the CSB encouraged real estate companies to take the lead and discover how they change the face of business as we know it. The latest insights on the megatrends shaping the inevitable shift towards sustainability were presented, and ideas on sustainable practices that companies can implement to achieve the Sustainable Development Goals were shared. Speakers represented Hillbreak, RICS, and ZIEGERT. Invited and registered participants included real estate professionals and representatives from related industries.
Sustainable Business Roundtable: Sustainable policy, regulation and compliance
November 14–15
Speakers represented: Arup, BASF, Dell, Dentons, European Commission, H&M, Influence Map, Kōan, Mars, Nestlé, and Zero Waste Europe. The Roundtable was attended by Heads of Sustainability and Heads of Public Affairs from the SBRT member companies and invited guests. Issues discussed included:
- Corporate perspectives on reducing waste (including plastic waste).
- EU’s policy for creating sustainable growth.
- How to push the circular economy frontier.
- Why corporate support for climate policy is crucial.

Digital Society Institute (DSI)

DSI Workshop 6
SAP Security
Organized jointly with Allianz Gruppe, BASF SE, EY Global, VW AG
February 1
The DSI hosted a workshop that addressed SAP as one of the most critical technologies in global economics. Governmental bodies, the military, and 400 of the Fortune 500 companies use the EPR software. Technical and economic dependencies are high. SAP is likely to become the “soft underbelly” of the economy, as strategies such as vulnerability management and security quality assurance are not sufficiently developed. Industrial espionage, sabotage, economic intelligence, and economic warfare are options for attacks with a large number of strategic options. The workshop critically addressed these issues and drafted recommendations for SAP customers on how to reduce dependencies and how to make security more manageable.

secUnity Workshop: IT-Sicherheit
February 22
SecUnity is a project funded by the Federal Ministry of Education and Research to strengthen IT security research in Germany and Europe. Its core objectives are interdisciplinary networking and the identification of IT security research topics. For this purpose, the Center for Applied Law (ZAR) of the Karlsruhe Institute of Technology and the DSI jointly conducted the second secUnity workshop “Law” in February 2018. The main topics were the systematization of IT security law and the design of the intersections of IT security and data protection law, risk assessment, and the state of the art as possibly relevant research topics. The workshop attended by scientists, representatives of IT security and data protection supervisory authorities, ministries, and legal practitioners from the fields of consulting and business. The outcomes have been published as DSI Industry and Policy Recommendations 2/2018.
**Plattformdebatte Gesundheit**  
May 7

Digitization has generated fundamental changes in healthcare. A major challenge is the tension between patients’ need for innovative digital services on the one hand, and the sensitivity of health data and the associated need for data protection and strict regulatory requirements on the other hand. In May 2018 the DSI hosted a workshop exploring the question which role digital platforms play and will play in the health care sector. The participants – representatives from government authorities, health insurances, companies from the health-care sector, among others – discussed which requirements digital platforms have to fulfill. The results were summarized and distributed to the participants.

**International workshop on malicious software and hardware in Internet of Things (Mal-IoT 2018), co-located with ACM Computer Frontiers**  
May 8

Cyber-physical and smart embedded systems, already highly networked, will be even more connected in the near future to form the Internet of Things, handling a large amount of private and safety critical data. The pervasive diffusion of these devices will create several threats to privacy and could open new possibilities for attackers, since the security of large portions of the Internet of Things could be harmed by compromising a reduced number of components. The possibility of securely updating devices should be guaranteed and it should be possible to verify and assert the root of trust of components.

**Plattformdebatte Kritische Infrastrukturen**  
June 11

Digital platforms are of crucial importance to a digital society. They serve as data processors, innovation drivers and market makers. In view of their central role and significance the DSI hosted a workshop on services of general interest and critical infrastructure in June 2018. Experts from politics, science, government authorities, and society addressed the question of whether digital platforms should be categorized as public service and subsequently be classified as critical infrastructures. The outcomes are summarized in a policy paper which has been distributed to the participants.

**Hensoldt Workshop on High Assurance Technologies**  
July 2–3

This was a closed, confidential workshop.

**DSI Workshop**  
**Nationale Blockchain Strategie**  
July 3

The DSI held its 7th DSI-Workshop at ESMT Berlin, which explored requirements for a German national “Blockchain strategy”. The promotion and use of Blockchain and other distributed ledger technologies is a pressing policy issue which the German federal government will address in a strategy to be published in 2019. At the DSI workshop, 35 experts from politics, business, and science discussed how a national blockchain strategy can be practically organized as an input to the drafting process. The discussion focused on the questions of what goals such a strategy should have, what the central enablers and appropriate framework conditions for the development and application of distributed
ledger technologies such as Blockchain can be in Germany, and what role the state plays in promoting the technology and managing risks in this technology field. Representatives from the Federal Ministry for Economic Affairs and Energy, the Federal Office for Security in Information Technology, Ernst & Young GmbH, Fujitsu, and the startup Jolocom gave input speeches to the debate. The results of the workshop are summarized in DSI Industry and Policy Recommendations 3/2018.

**Plattformdebatte Mobilität 4.0**
July 10
Digitization is rapidly changing the mobility of the future. The stronger networking of transport modes and the increasing use of IT in transport and logistics processes bring new opportunities for innovation and for improved planning and efficiency of transport and traffic management. At the same time, the mobility of the future faces great challenges. In July 2018, the DSI hosted a workshop with experts from politics, science, government authorities, and society to discuss the role of digital platforms in that sector. The discussion addressed the question what role digital platforms can play in promoting mobility 4.0. Furthermore, the participants of the workshop discussed requirements which need to be met for identity management as well as challenges and success criteria for identity management in that sector. The results are summarized in a policy paper which has been distributed to the participants.

**Plattformdebatte Interoperabilität, Offenheit und Datenportabilität**
August 28
The DSI hosted a workshop on interoperability and data portability. Participants from politics, science, government authorities, and civil society discussed which requirements digital platforms must meet with regard to interoperability and open standards for digital platforms. Participants agreed that interoperability of networks, devices, applications, and digital services is fundamental for the digital economy and explored ways to implement interoperability. In addition, they discussed the role of digital platforms as addressees of data portability requirements, as well as how they can support users and providers in the implementation of data portability. The results are summarized in a policy paper which has been distributed to the participants.

**Plattformdebatte Datensouveränität und Datenschutz-Management**
September 12
On September 12, 2018, the DSI hosted a workshop on the topic of data sovereignty and data protection management. In a digital society in which the collection, processing and use of large amounts of data have become a central part of everyday life, users of digital applications want to regain control of how their data is used and reused. Due to the speed of innovation, networking, and complexity, however, it is becoming increasingly difficult for users to retain control over their own data. The term data sovereignty is associated with the idea of giving each individual effective decision making power over his or her own data in order to determine independently and autonomously how data is used and passed on. Within the framework of the workshop, experts from politics, science, government authorities, and civil society critically addressed the question of what role platforms can play in this context and to what extent they can support the data sovereignty of each individual by providing data protection management tools. The outcomes are summarized in a policy paper which has been distributed to the participants.
DSI-TÜV NORD Stakeholderworkshop: The future of cybersecurity certification
November 7
The third DSI-TÜV NORD Stakeholderworkshop discussed the future of IT security certification in Europe with a particular focus on current and future developments in IT security, certification schemes, and new concepts to guarantee security of services and systems in the Internet of Things (IoT).

BASF Stakeholder Workshop 2018
November 21
The one-day workshop under the lead of BASF’s CISO focused on four major security issues. Martin Schallbruch reported on policy changes and upcoming regulations regarding IT-Security and the chemical sector. Henning Lahmann lead a discussion regarding the Chinese IT-Security law and the use of Chinese IT-platforms for a multi-national cooperation. Georg Becker and Pawel Swierczynski presented on the status of OT-security and new defense options. Finally Alexander Bajic gave an input talk with open discussion for the hot topic of asset life-cycle management in OT-security.

Plattformdebatte Digitale Bildung
November 27
The digital transformation will markedly change the educational institutions of the future. Digital services will be part of school life, whether for communication, for providing learning materials and exercises, for discussion formats, or administrative purposes. The DSI hosted a workshop with experts from science, companies, and society to discuss the role of digital platforms in the field of digital education. Participants explored the question of how digital platforms can become enablers to seize the opportunities offered by digitization and discussed associated challenges regarding data protection. The outcomes are summarized in a policy paper which has been distributed to the participants.

The Digital Society Conference 2018
Empowering Ecosystems
December 10–11
The Digital Society Conference 2018 – Empowering Ecosystems covered new developments in security and privacy, digital politics, and industrial strategies. Of particular focus was the reality of the rise of AI, its societal implications, and how to understand and harness the battle for AI dominance. A closer look at platforms was also taken – their role, their power, how to build them, and how and when to control them. Outstanding speakers and contributors from strategy, tech, and politics participated.

The Conference involved two days of technical and political panels, presentations, and workshops, giving many different perspectives from science, industry, and government, including speakers from MIT, NATO, Oxford University, Tel Aviv University, the AI Initiative of The Future Society, and the German Federal Parliament.
Hidden Champions Institute (HCI)

Hidden Champions Conference, Yale School of Management
April 27

In the 21st century, markets have reached an unprecedented level of global connections, complexity and rapid change. Hidden Champions as the global market leaders in their niche segments are successfully navigating the resulting challenges through innovation initiatives. The Yale School of Management (SOM) hosted its inaugural Hidden Champions Conference in collaboration with the HCI.

The Conference aimed to spark constructive dialogue and debate around current trends of global market leaders’ innovation initiatives. In a selective setting, around 80 participants mainly from the USA and Germany, representing C-level executives, scholars, and students, gathered to address, among other topics, innovation strategies based on design thinking, digitization, and artificial intelligence.

Institute for Endowment Management and Entrepreneurial Finance (IFEE)

2nd Conference on Entrepreneurial Financial Management: The evolution of capital markets and entrepreneurship
Organized jointly with the CFRA
June 14–15

Access to financial resources and sound financial management are vital for companies of all sizes. While startups enjoy many regulatory exemptions, they also face particular challenges that deserve greater attention from researchers and practitioners. Among others, these include power imbalances and information asymmetries between entrepreneurs and potential investors, limited capabilities for internal finance and accounting functions, as well as challenges in valuing and accounting for intellectual or human capital. Recent developments such as equity crowdfunding or initial coin offerings mitigate some of these challenges, while reinforcing others.

After its successful launch in 2017, the Entrepreneurial Financial Management conference represents a unique transatlantic forum of academics and practitioners, which focuses closely on the interaction of entrepreneurial finance and entrepreneurial accounting. In addition to two days of academic programming, the EFM II conference featured an afternoon practitioners’ session, including three keynotes and two panel discussions on the declining IPO market, and more broadly, how private capital markets have become increasingly important later and later in the lives of startups. The EFM II was jointly organized by the Center for Financial Reporting and Auditing and ESMT Institute for Endowment Management and Entrepreneurial Finance.

Academic participants included among others: Lee Fleming (UC Berkeley), Olav Sorenson (Yale University), Tim McQuade (Stanford Graduate School of Business), Michael Ewens (California Institute of Technology), David Robinson (Duke University).
Strategy, Entrepreneurship and Innovation (SEI) Faculty Workshop 2018
May 17–18

The SEI Faculty Workshop brings together top scholars from European institutions who do research in the areas of strategy, entrepreneurship, or innovation. It provides a venue to present work in development and receive feedback from leading scholars in the field, including several members of editorial boards of journals such as AMJ, Management Science, Organization Science, SMJ, SEJ, Research Policy and ICC, among others. Several papers presented in the past workshops have later been published in those outlets. Ample opportunities for informal discussion and networking were provided outside the formal presentations, including coffee breaks, meals, and a dinner.

The European SEI Consortium is an initiative of faculty from various leading European business schools and universities, including HEC Paris, Bocconi University, Copenhagen Business School, Imperial College Business School, London Business School, and ETH Zürich. Previous SEI events have also been held at Católica Lisbon, École Polytechnique Fédérale de Lausanne, Frankfurt School of Management and Finance, IE Business School, SKEMA Business School, and University of Bath.
In continuing to strive for excellence, ESMT received the right to grant PhD titles from the Berlin Senate in 2013. Following a positive evaluation of the development of the progress of ESMT’s PhD program emphasizing the research excellence and internationality of our school, the Wissenschaftsrat recommended the extension of the PhD granting right until 2023 when the next regular evaluation is due.

ESMT currently participates in the Berlin Doctoral Program in Economics and Management Science (BDPEMS). ESMT faculty members offer several core courses within the BDPEMS curriculum and supervise PhD students enrolled in the program.

ESMT PhD students are selected on the basis of their academic excellence and research promise. ESMT awards scholarships with the aim of supporting outstanding students based on their intellectual excellence, evidence of personal and professional achievement, as well as a proven strong potential to conduct independent research. They are exclusively available to students who have been accepted in the BDPEMS.

Key achievements of ESMT PhD students

Three ESMT PhD Candidates graduated in 2018:

- In January, Jing Huang was awarded a doctoral degree for “Essays in statistical estimation and a stochastic application to financial markets” (supervised by Catalina Stefanescu-Cuntze)
- In May, Axel Stahmer defended his thesis “Essays in financial economics” (supervised by Jörg Rocholl)
- In July, Ning Chen finished her “Three essays on luxury consumption” (supervised by Francine Petersen). She has taken up a faculty position at Zhejiang University of Finance and Economics, Hangzhou, China

ESMT PhD Fellow Katja Kisseleva-Scherenberger (supervised by Per Olsson) spent the spring semester 2018 at Stanford University, hosted by Prof. Shai Bernstein (Finance Department). During her research visit, she participated in several PhD seminars and started a joint research project with Prof. Bernstein.

ESMT welcomed two new ESMT PhD students. Veljko Bojović and Vu Binh Le – who both were admitted to the BDPEMS 2018 cohort – joined ESMT as first-year PhD fellows and were granted ESMT PhD scholarships.
BDPEMS courses

Özlem Bedre-Defolie
Management Science II, Part 2: Topics in Industrial Organization
Advanced Microeconomic Analysis II, Part 1

Matthew S. Bothner
Management Science I, Part 4: The Analysis of economic and social networks

Gianluca Carnabuci
Management Science I, Part 3: Network brokerage and network cognition

Linus Dahlander
Management Science I, Part 2: Networks: Data collection and visualizations

Francis de Véricourt
Management Science I, Part 1: Sequential decision making under uncertainty

Stefan Wagner
Management Science II, Part 1: Innovation, intellectual property rights and the market for technology

Other courses

Stefan Wagner
Applied Regression Analysis
With Georg von Graevenitz (Queen Mary University of London).
Part of the German Academic Association for Business Research (VHB) doctoral program.

ESMT PhD students

Veljko Bojović
ESMT PhD Fellow
Microeconomic theory, finance, and innovations

Ning Chen
ESMT PhD Graduate
Consumer psychology and behavior, judgment, and decision making

Tilman Fries
ESMT PhD Fellow
Microeconomic theory, econometrics

Benjamin Grosse Rueschkamp
ESMT PhD Student and Faculty Research Assistant
Financial intermediation, monetary policy, and banking regulation

Jing Huang
ESMT PhD Graduate
Theoretical statistics, probability, and econometrics

Katja Kisseleva-Schrenberger
ESMT PhD Fellow and Research Associate, Center for Financial Reporting and Auditing (CFRA)
Entrepreneurial financial management and venture capital markets

Vu Binh Le
ESMT PhD Fellow
Macroeconomics, monetary economics, and empirical finance

Ingo Marquart
ESMT PhD Fellow
Industrial organization, social and economic networks, regulation, competition policy, and energy economics

Benedikt Meyer-Bretscheider
ESMT PhD Student and Faculty Research Assistant
Behavioral economics and experimental economics

Renata Mišljenović
ESMT PhD Fellow
Financial stability, macroeconomics, monetary policy, and econometrics

Kien Nguyen
ESMT PhD Fellow
Innovation economics and public policy

Axel Stahmer
ESMT PhD Graduate
Behavioral economics, behavioral finance, and financial markets

Kamil Stronski
ESMT PhD Fellow
Strategy and entrepreneurship

Marrit Teirlinck
ESMT PhD Fellow
Development economics, migration, and applied econometrics

Nghi Truong
ESMT PhD Fellow
Social network analysis, applied microeconometrics, and development economics
The research lab provides a state of the art environment for research under controlled conditions in the on-campus lab and through online surveys, whereby cutting edge research in business, marketing, psychology, and finance are conducted. In the studies, participants help to create knowledge that may influence how companies do business.

Research associates

Caner Canyakmaz  
Research Associate  
*Inventory management, pricing, operational and financial risk management, and behavioral decision making*

Frank Huettner  
Research Associate  
*Behavioral decision making, consumer welfare, decision making, game theory, operations research, and statistics*

Viktor Jarotschkin  
Research Associate  
*Technology management, technology diffusion, R&D management, sustainability, energy transition*

Research assistants

Kelly Acuna  
Research Assistant

Miranda Arakelian  
External Research Assistant

Mahdi Bayat  
Lab Manager and Faculty Research Assistant

Niko De Silva  
Faculty Research Assistant

Omar ElMaria  
Research Assistant

Benjamin Grosse Rueschkamp  
Faculty Research Assistant

Prithivi Anand Jayaprakash  
Research Assistant

Benedikt Meyer-Bretscheider  
Faculty Research Assistant

Nathaniel Moulton  
Research Assistant

Rudorwashe Peni  
Research Assistant

Vaishali Prasad  
Research Assistant

Zhou Ren  
Research Assistant

Aditya Sriharinath  
Research Assistant

Arne Thomas  
Research Assistant

Su Xu  
Research Assistant

Nina Xue  
Lab Manager and Faculty Research Assistant

Jimena Rey Zambrano  
Research Assistant

The faculty research assistant role is that of an “ad-hoc” research assistant available to all faculty members on a first come, first served basis.
ESMT strongly encourages and supports joint research between faculty members and other researchers by hosting visiting scholars from around the world. The ESMT R&D budget covers the co-financing of research visitors. These visitors work with individual ESMT faculty colleagues on topics of mutual interest and make a significant contribution – especially to those in the junior research community of the school – through mentoring, supervision, and seminars.
About ESMT Berlin

ESMT Berlin was founded by 25 leading global companies and institutions. The international business school offers a full-time MBA, an executive MBA, a master's in management, as well as open enrollment and customized executive education programs. ESMT focuses on three main topics: leadership, innovation, and analytics. ESMT faculty publishes in top academic journals. Additionally, the business school provides an interdisciplinary platform for discourse between politics, business, and academia. It is based in Berlin, Germany, with a branch office in Shanghai, China. ESMT is a private business school with the right to grant PhDs and is accredited by the German state, AACSB, AMBA, EQUIS, and FIBAA. www.esmt.org

Citation
