

**POOYAN KHASHABI**[khashabi@essec.edu](mailto:khashabi@essec.edu)<https://faculty.essec.edu/en/cv/khashabi-pooyan/>**Academic Positions**

Associate Professor (with tenure), ESSEC Business School, France	Since 2023
Assistant Professor, ESSEC Business School, France	2021-2023
Juniorprofessor (non-tenure-track), LMU Munich, Germany	2015–2020

**Other Appointments**

Research Affiliate (Org-Econ Program), Centre for Economic Policy Research (CEPR)	Since 2024
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**Education**

PhD in Economics; Bocconi University, Italy	2015
MSc in Economics; Sharif University of Technology, Iran	2009
BSc in Mechanical Engineering; Tehran Polytechnic, Iran	2006

**Research Interests**

Strategic human capital, innovation strategy, knowledge work, organization design

**Grants and Honors**

• <i>ESSEC Foundation Research Award</i> finalist	2024
• <i>Marie Skłodowska-Curie Individual Fellowship</i> ; European Commission (€195,914.88)	2023-2025
• <i>Bayes Research Pump-Priming Scheme</i> (as co-applicant; main applicant <i>S. Aydin</i> )	2021
• <i>LMU Alumni Fund for Junior Faculty</i> (two-year PhD position funding; with <i>M. Tonellato</i> )	2017
• <i>Research grant</i> , Center for Research on Innovation, Organization and Strategy (CRIOS)	2013
• <i>Cariplo Mobility Grant</i> (two-year academic conference grant)	2013, 2014
• Full PhD scholarship, Bocconi University	2009-2013
• Best BSc dissertation finalist, Tehran Polytechnic	2006

**Publications**

[1] “Managing Autonomy in Industrial R&D: A Project-Level Investigation” (with *A. Gambardella* & *C. Panico*), *Organization Science*, 2020

[2] “Digital Transformation and Organization Design; an Integrated Approach”, (with *T. Kretschmer*), *California Management Review*, 2020

- Top 10 most-cited CMR articles in 2023

[3] “Market Competition and Effectiveness of Performance Pay”, (with *T. Kretschmer*, *G. Friebe*, *M. Heinz* & *N. Zubanov*), *Organization Science*, 2021

[4] “Patent Disclosure and Venture Financing: The impact of the American Inventor's Protection Act on Corporate Venture Capital Investments” (with *A. Mobammadi*), *Strategic Entrepreneurship Journal*, 2021

- Finalist, *SMS Frankfurt Best Conference Paper*, 2019
- *Academy of Management Best Paper Proceedings*, 2017

[5] “Pre-Grant Patent Disclosure and Analyst Forecast Accuracy”, (with *A. Mobammadi* & *M. Beybaghi*), *Management Science*, 2023

- Nominated, *SMS Paris Best Conference Paper*, 2018
- Featured on the Columbia Law School's Blog (*The CLS Blue Sky*), *Sunshine Slate*, *Family Friendly Working*, *Corporate INTL*

[6] “Patent Remedies and Technology Licensing: Evidence from a Supreme Court Decision” (with *S. Aydin*), *Strategic Management Journal*, 2023

- Recipient of the *Academy of Management TIM division Best Student Paper Award*, 2016

[7] “Knowledge Seeking and Anonymity in Digital Work Settings”, (with *M. Mickeler*, *M. Kleine* & *T. Kretschmer*), *Strategic Management Journal*, 2023

- *Academy of Management Best Paper Proceedings*, 2022
- Featured on *ESSEC Knowledge* podcast and *Les Echos*, March 2024

[8] “What drives project success in online labour markets? A bilateral perspective on freelancers and clients”, (with *J. Claussen*, *T. Kretschmer* & *M. Seifried*), *Industry and Innovation*, 2024

- Featured on *ESSEC Knowledge*, 2025

[9] “GenAI and the Future of Creativity in Science and Art” (with *S. Barbosa*), In *N. Jia* & *F. Csaszar* (Eds.), *Handbook of AI and Strategy*, 2026

## Working Papers

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[1] “Cognitive Ability and Employee Exit”, (with *T. Kretschmer*, *A. Mohammadi* & *J. Raffiee*), [R&R, *Strategic Management Journal*]

[2] “Disruption, Specialization and Employee Exit”, (with *J. Lob*, *J. Claussen* & *T. Kretschmer*), [Reject & Resubmit, *Strategic Management Journal*]

[3] “Commercialization Strategies for AI Technologies” [Reject & Resubmit, *Information Systems Research*] (with *M. Miri*) [Reject & Resubmit, *Information Systems Research*]

[4] “Stigma and Political Ideology of Financial Analysts”, (with *M. Sadri* & *A. Mohammadi*) [in preparation to submit]

[5] “Death of a colleague and departure”, (with *M. Mickeler*, *A. Mohammadi*), [writing up]

[6] “Profiting from Artificial Intelligence”, (with *S. Aydin Ozden*, *R. Conti*) [writing up]

## Works in Progress

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[1] “When Sharing Norms Backfire”, (with *M. Mickeler*, *S. Keck*), [analysis stage]

[2] “Retention at a Cost”, (with *S. Rodriguez Garnica*, *E. Melero*, *A. Mohammadi*), [analysis stage]

[3] “Competition and Knowledge Worker Performance”, (with *T. Grad*, *A. Mohammadi*), [analysis stage]

[4] “The effect of AI on human competition”, (with *J. Tumlinson*) [early stage]

## Professional Service

**Editorial Review Board:** *Strategic Management Journal* (since 2016)

**Rep-at-Large:** *Strategic Management Society, Knowledge and Innovation Interest Group* (2023-2025)

**Scientific Committee Member:** *AOM TIM* (2024-now)

**Other Academic Services:** Coordinator of *MiM* strategy domain (ESSEC, 2024 – now); STR/OT Recruitment Committee (ESSEC, 2025); Co-organizer of the *Future of Digital Work* workshop (ESSEC, 2024); *ODC Annual Conference 2024* co-organizer; *SEI 2024* co-organizer (ESSEC); Head of STR/ENT Recruitment Committee (ESSEC, 2023); *AOM TIM* Best Dissertation Awards Committee (2023); *ESSEC-HEC-INSEAD Workshop* Organizer (2022-now); *ESSEC Dept. of Management Seminar Series* organizer (2021-now), *Organizations Research Group* (ORG) Seminar-Series Organizer LMU (2018-2020), *Munich School of Management Honorary Doctorate* Organizer (November 2019), *BPS Junior faculty PDW* (AOM 2015)

**External Referee:** *Andrea Coali* (Bocconi PhD 2023), *Claudia Frosi* (Bocconi PhD 2024)

**Ad-hoc Reviewer:** *Management Science, Organization Science, Strategy Science, Academy of Management Discoveries, Journal of Business Venturing, Research Policy, Industrial and Corporate Change, Strategic Organizations, European Management Journal, Review of Managerial Science, Industry & Innovation, California Management Review, Information Economics and Policy, Schmalenbach Business Review, Portuguese Economic Journal, Yildiz Social Science Review, SMS Reading Circle, Strategic Management Society Conferences, Druid Conferences, Academy of Management Meetings (TIM & BPS division)*

**Membership:** *Academy of Management, CCC, CEPR, Strategic Management Society*

## Invited Talks

**2025** (Amsterdam Business School; Sheffield University Management School); **2024** (Warwick Business School); **2023** (Bayes Business School; EM Lyon); **2021** (SKEMA); **2019** (ESSEC, TUM School of Management, U Barcelona, U Groningen); **2018** (SKEMA, U Utrecht, TUM-LMU Finance Day, ifo Institute); **2016** (U Tubingen, Max Planck Munich, IMPS Tehran); **2015** (Frankfurt School of Finance and Management, LMU Munich, U Catholic Leuven); **2014** (SKEMA, U Carlos III)

## Selected Conference Presentations

**2025** (AOM, CEPR IMO/ESF Milan, Bocconi Strategic Human Capital Workshop, BSE Summer Forum, Strategy Science IESE; LME Lausanne); **2024** (SMS Istanbul; OrgSci Winter Conf; DRUID Nice); **2023** (StratSci Munich; INSEAD-ESSEC-HEC research workshop); **2022** (ESSEC-HEC-INSEAD research workshop); **2021** (SMS Toronto); **2020** (SMS London); **2019** (SMS Frankfurt, Druid, Vienna Strat. Conf.); **2018** (Munich Summer Institute, SMS Paris, Druid); **2017** (Munich Summer Institute, SMS Milan, ZEW Innovation); **2016** (CEPR Entrepreneurship, Druid); **2015** (Ghoshal Conference, Druid); **2014** (SMS Copenhagen, Druid, AOM, CCC Boston)

## Teaching

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| • <i>Entrepreneurship</i> (PhD), ESSEC                               | 2023, 2025 |
| • <i>Quantitative Research Methods</i> , (PhD), ESSEC                | 2021-2026  |
| • <i>Strategy</i> (graduate including BBA, MIM, SMIB & GMBA), ESSEC  | 2020-2026  |
| • <i>Scientific Publications</i> (PhD), LMU                          | 2019-2025  |
| • <i>Strategy</i> (undergraduate), LSE external program at HKU SPACE | 2017, 2018 |
| • <i>Strategic Organization Design</i> (undergraduate), LMU          | 2015-2020  |

- *Empirics of Organization* (undergraduate & graduate), LMU 2016-2020
- *Techniques for Innovation Management* (graduate), Bocconi 2012-2014
- *Competition Analysis and Strategy* (graduate), Bocconi 2014

## Op-eds & Opinion Pieces

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- [“Making Gig Work Work: What Drives Project Success Online?”](#) in *ESSEC Knowledge*, 2025
- [“Le moment de vérité de l’IA dans la biopharma : promesses, écueils et élément humain”](#) (with *S. Barbosu*) in *Le Point*, 2025 [in French]
- [“Inégalités femmes-hommes : les forums professionnels marginalisent les femmes”](#) (with *M. Mickleler*) in *Les Echos*, 2024 [in French]
- [“The Digital Transformation: Tomorrow’s Organization Design”](#) in *ESSEC Knowledge*, 2022
- [“Does Paying for Performance Pay Off?”](#) in *ESSEC Knowledge*, 2021