

# COLIN M. FISHER

UNIVERSITY COLLEGE LONDON  
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## ACADEMIC POSITIONS

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**UNIVERSITY COLLEGE LONDON, 2015-present**

*Assistant Professor of Organisations and Innovation, UCL School of Management*

**BOSTON UNIVERSITY, 2010-2015**

*Peter Paul Career Development Professor, 2011-2014*

*Assistant Professor of Organizational Behavior, 2010-2015*

## EDUCATION

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**HARVARD UNIVERSITY/HARVARD BUSINESS SCHOOL**

*Ph.D. in Organizational Behavior, 2010*

*M.A. in Social Psychology, 2007*

**NEW YORK UNIVERSITY**

*M.A. in Individualized Study, 2002*

**NEW ENGLAND CONSERVATORY OF MUSIC**

*B.Music in Jazz Performance, 2000*

## RESEARCH INTERESTS

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My research deals with collaboration and temporal dynamics (i.e., timing, rhythm, development over time) in three areas: (1) leading, helping, and coaching teams, (2) collective creativity and improvisation, and (3) group decision-making and negotiations.

## ARTICLES

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Fisher, C.M., Pillemer, J., & Amabile, T.M. (2018). Deep help in complex project work: Guiding and path-clearing across difficult terrain. Conditionally accepted at *Academy of Management Journal*.

Kahn, W., Barton, M., Fisher, C. M., Heaphy, E. D., Reid, E. & Rouse, E. D. (2017). The geography of strain: Organizational resilience as a function of intergroup dynamics. In press at *Academy of Management Review*.

Fisher, C.M. (2017). An ounce of prevention or a pound of cure? Two experiments on in-process interventions in decision-making groups. *Organizational Behavior and Human Decision Processes*, 138, 59-73.

Wang, L., Han, J., Fisher, C.M., & Pan, Y. (2017). Learning to share: Exploring temporality in shared leadership and team learning. *Small Group Research*, 48, 165–189.

- Allen, J., Fisher, C. M., Chetouani, M., Chiu, M. M., Gunes, H., Mehu, M., & Hung, H. (2017). Workflows: Comparing social science and computer science processes for studying group interactions. In press at *Small Group Research*.
- Amabile, T.M., Fisher, C.M., & Pillemer, J. (2014). IDEO's culture of helping. *Harvard Business Review*, Jan/Feb, 54-61.
- Wageman, R., Fisher, C.M., & Hackman, J.R. (2009). Timing is everything: The importance of finding the right moment in leading teams. *Organizational Dynamics*, 38, 192-203.
- Balachandra, L., Barrett, F., Bellman, H., Fisher, C.M., & Susskind, L. (2005). Improvisation and mediation: Balancing acts. *Negotiation Journal*, 4, 425-434.

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#### MANUSCRIPTS UNDER REVIEW

- Fisher, C.M. & Barrett, F. [Improvisation and Creativity – Title omitted while under review]. (Invitation to revise and resubmit at *Academy of Management Perspectives*).
- Fisher, C.M., Harvey, S., Ramakrishnan, P., & Xie, W. [Title omitted while under review]. (Proposal under review at *Academy of Management Annals*).

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#### OTHER PUBLICATIONS

- Goh, K. T., Fisher, C.M., & Sommer, S.A. (2015). To go fast, go slow: Effect of phase durations on team performance trajectories in experimentation. In J. Humphreys (Ed.), *Best Paper Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*.
- Long Lingo, E., Fisher, C.M., & McGinn, K. (2014). Negotiation processes as sources of (and solutions to) interorganizational conflict. In O.B. Ayoko, N. M. Ashansky, & K. A. Jehn (Eds.), *Handbook of Research on Conflict Management*. Edward Elgar Publishing: Cheltenham, U.K, 308-327.
- Wageman, R. & Fisher, C.M. (2014). Who's in charge here? The team leadership implications of authority structure. In D. Day (Ed.), *The Oxford Handbook of Leadership and Organizations*. Oxford University Press: Oxford, U.K, 455-481.
- Fisher, C.M. (2014). Intervening when the time is right: How the timing of formal interventions affects group process and decisions. In J. Humphreys (Ed.), *Best Paper Proceedings of the Seventy-fourth Annual Meeting of the Academy of Management*.
- Fisher, C.M. (2010). Better lagged than never: The lagged effects of process interventions on group decisions. In L.A. Toombs (Ed.), *Best Paper Proceedings of the Seventieth Annual Meeting of the Academy of Management*.  
 ["William H. Newman Award for Best Paper Based on a Dissertation" and  
 "Best Paper Based on a Dissertation, Organizational Behavior Division,"  
 Academy of Management, 2010]
- Fisher, C.M. & Amabile, T.M. (2009). Creativity, improvisation, and organizations. In T. Rickards, M.A. Runco, & S. Moger (Eds.) *The Routledge Companion to Creativity*. Routledge: New York, 13-24.  
 [Reprinted (2009). Creativity, improvisation, and organizations. *Rotman Magazine*, Winter, 40-45.]  
 [Reprinted (2009). Creatividad, improvisación y organizaciones. *Harvard Duesto Business Review*, March, 30-38.]
- Amabile, T.M. & Fisher, C.M. (2009). Stimulate creativity by fueling passion. In E. Locke

(Ed.) *Handbook of Principles of Organizational Behavior (2<sup>nd</sup> Edition)*. John Wiley & Sons: West Sussex, U.K., 481-497.

Fisher, C.M. (2007). *What team leaders see: Towards an understanding of the timing of team leader coaching interventions* (Report No. 6). Washington, D.C.: Intelligence Technology Innovation Center at the Central Intelligence Agency.

## PRESENTATIONS

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### Refereed Conference Presentations

Fisher, C.M., Pillemer, J., & Amabile, T.M. (2018, January). Helping you help me: How help-receivers' sensegiving enables helpful help in creative projects. Paper presented at the meeting of the Israel Organizational Behavior Conference, Tel Aviv, Israel.

Fisher, C. M., Jang, S., & Hackman, J. R. (2017, September). When time flies in teams: How temporal distortion affects team creativity. Paper presented at 2017 Creativity Collaboratorium, University of Connecticut, Storrs, CT.

Fisher, C. M. and Barrett, F. (2017, August). Experiencing the process: The phenomenology of improvisational creativity. In S. Kim & E. G. Helzer (Chairs), *Integrating Perspectives on Creativity and Well-Being*. Symposium presented at the Academy of Management, Atlanta, GA.

Berry, J., Fisher, C. M., Sanchez, J. (2017, August). On the shoulders or in the shadows of giants: The effects of creator narratives on individual creativity. In L. Gilson & T. J. Grosser (Chairs), *Individual and Team Creativity: A Multifaceted Interactionist Examination of Creativity in Different Contexts*. Symposium presented at the Academy of Management, Atlanta, GA.

Good, D., Lyddy, C., Lei, Z., Margolis, J., Bono, J., Druskat, V., Fisher, C.M., & Resick, C. (2017, August). *Present Together: Incubating Research at the Interface of Mindfulness and Teams*. Workshop presented at the meeting of the Academy of Management, Atlanta, GA.

Fisher, C.M., Kaya, S., & Cornelius, P. (2017, July). *Funding the Team: The Bias toward Team Creators in Investor Crowdfunding Decisions*. Paper presented at the Interdisciplinary Network for Group Research Conference, St. Louis, MO.

Fisher, C.M., Pillemer, J., & Amabile, T.M. (2016, August). *Deep Help: The Benefits and Perils of Intensive Collaborative Assistance in Creative Project Work*. Paper presented at the meeting of the Academy of Management, Anaheim, CA.

Wang, L., Han, J., Fisher, C.M., & Pan, Y. (2016, July). The dynamics of shared leadership and team learning behavior over time. In N. Lehmann-Willenbrock (Chair), *Team Learning: New Insights Through Temporal Lenses*. Paper presented at the Interdisciplinary Network for Group Research Conference, Helsinki, Finland.

Goh, K. T., Fisher, C.M., & Sommer, S.A. (2015, August). *To Go Fast, Go Slow: Effect of Phase Durations on Team Performance Trajectories in Experimentation*. Paper presented at the meeting of the Academy of Management, Vancouver, B.C.

Fisher, C. M., Goh, K. T., & Sommer, S. A. (2015, July). New beginnings: The influence of rhythm on discussing errors, learning and team performance. In S. B. F. Paletz (Chair),

- Analyzing Temporal Patterns of Teams in Action*. Symposium presented at the Interdisciplinary Network for Group Research Conference, Pittsburgh, PA.
- Knight, A.P. & Fisher, C.M. (Chairs) (2014, August). *A Time for Change: Dynamic Approaches to Group Dynamics*. Symposium presented at the meeting of the Academy of Management, Philadelphia, PA.  
[“Showcase Symposium,” OB/MOC/OMT Divisions]
- Goh, K. T., Fisher, C.M., & Sommer, S.A. (2014, August). New beginnings: The influence of temporal structure on team learning and performance. In A.P. Knight, & C.M. Fisher (Chairs), *A Time for Change: Dynamic Approaches to Group Dynamics*. Symposium presented at the meeting of the Academy of Management, Philadelphia, PA.
- Fisher, C.M. (2014, August). *Intervening when the time is right: How the timing of formal interventions affects group process and decisions*. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.
- Wang, L., Han, J., Fisher, C.M., & Pan, Y. (2014, August). *Willing to learn? A longitudinal study of shared leadership and team learning in self-managing teams*. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.
- Goh, K. T., Fisher, C.M., & Sommer, S.A. (2014, July). *New beginnings: Addressing paradoxical demands for immediate performance versus time to explore, reflect, and learn*. Paper presented at the Interdisciplinary Network for Group Research Conference, Raleigh, N.C.
- Fisher, C.M., Sommer, A., & Bienczak, M. (2013, July). *New beginnings: The influence of temporal structure on team learning and performance*. Paper presented at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.
- Fisher, C.M., Amabile, T.M., & Pillemer, J. (2012, August). How can I help? A field study of helping events in creative teams. In S. Harrison & E. Rouse (Chairs), *Creating together: Exploring the social dynamics of creativity*. Symposium presented at the meeting of the Academy of Management, Boston, MA.  
[Winner: “Best Symposium Award, OB Division” and “Showcase Symposium,” OB/MOC/TIM Divisions]
- Fisher, C.M. (2012, July). *What influences when? The antecedents of the timing and form of team leader interventions*. Paper presented at the Interdisciplinary Network for Group Research Conference, Chicago, IL.
- Wageman, R., Fisher, C.M., Wolff, S., & Alter, E. (2011, August). *Group types, group direction, and the effectiveness of volunteer self-governing groups*. Paper presented at the meeting of the Academy of Management, San Antonio, Texas.
- Fisher, C.M. (2010, August). *Better lagged than never: The lagged effects of process interventions on group decisions*. Paper presented at the meeting of the Academy of Management, Montreal, Quebec.
- Fisher, C.M., Amabile, T.M., & Pillemer, J. (2010, August). Helping in creative teams. In R. Livne-Tarandach & S. Harrison (Chairs), *Fantastical food, inspirational buildings, implausible products, and whimsical shirts: Creativity as process, creativity as social accomplishment*. Symposium presented at the meeting of the Academy of Management, Montreal, Quebec.

- Fisher, C.M. & Barrett, F.J. (2009, August). Responsiveness in jazz improvisation: Lessons across levels. In J.P. Stephens (Chair), *The work of making music: New notes and fresh sounds*. Symposium presented at the meeting of the Academy of Management, Chicago, IL.
- Fisher, C.M. (2009, July). *Now and later: How the timing and type of team coaching intervention introduces tradeoffs for teams*. Paper presented at the Interdisciplinary Network for Group Research Conference, Colorado Springs, CO.
- Fisher, C.M. (2008, October). Is timing everything? When and how team coaching interventions work. In K. Lewis (Chair), *Organization Science Dissertation Competition Finalists' Workshop*. Paper presented at the meeting of the Institute for Operations Research and Management Sciences (INFORMS), Washington, D.C.
- Fisher, C.M. (2008, May). *The timing and type of team coaching interventions*. Paper presented at the Trans-Atlantic Doctoral Conference at London Business School, London.
- Fisher, C.M. (2007, August). Leadership lessons from jazz ensembles. In R. Wageman (Chair), *Leadership lessons from unusual places*. Symposium presented at the meeting of the Academy of Management, Philadelphia, PA.
- Fisher, C.M., Wageman, R., & Hackman, J.R. (2006, July). What team leaders see: Towards an understanding of the timing of team leader coaching interventions. Paper presented at the Interdisciplinary Network for Group Research Conference, Pittsburgh, PA.

### **Invited Presentations**

Wharton OB Conference (2017); Creativity Collaboratorium at Boston College (2016); IESE-Barcelona (2015); University College London (2015); SUNY-Stonybrook (2015); IDEO Palo Alto (2015; 2011); P&G's Clay Street Project (2013); IDEO Boston (2013; 2010); Cambridge Health Alliance-Harvard Medical School Psychiatry Grand Rounds (2012); Boston Facilitators Roundtable (2011); Boston University School of Management (2010); Brandeis University International Business School (2010); European School of Management and Technology (ESMT) (2009); ESSEC Business School (2009); INSEAD (2009); McGill University (2009); Emerson College (2008)

### **HONORS, AWARDS, AND GRANTS**

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- Outstanding Reviewer Award, Academy of Management Annual Conference  
Organizational Behavior Division, 2009, 2016  
Managerial and Organizational Cognition Division, 2014
- Peter Paul Career Development Professorship, Boston University, 2011-2014
- Founding Fellow (Honorary), Institute of Coaching Professional Association, 2012-14
- Best Symposium Award (Participating Author), Organizational Behavior Division, Academy of Management, 2012
- William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management, 2010
- Best Paper Based on a Dissertation, Organizational Behavior Division, Academy of Management, 2010
- Hansjoerg Wyss Award for Excellence in Doctoral Research, Harvard Business School, 2010

Nebel T&L Fellowship for Dissertation Completion, 2009

State Farm Doctoral Dissertation Award, General Business, 2008

“Next Generation” Fellowship, Program on Negotiation at Harvard Law School, 2005

Arts International Grant, 2004

International Association of Jazz Educators “Award for Service to Jazz Education,” 2002

## TEACHING EXPERIENCE

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**University College London** (2015-present): Average Instructor Ratings = 4.7/5.0

Courses: *Leading High Performance Teams* (Master’s)

Ph.D. Advising: Wenxin Xie (G3)

**Boston University** (2010-2015): Average Instructor Ratings = 4.5/5.0

Courses: *Seminar on Micro-Organizational Behavior* (Doctoral)

*Team Learning* (Executive MBA)

*Leading High Performance Groups and Teams* (MBA & Undergrad)

Ph.D. Dissertation Committee Member: Jeffrey Yip (OB, 2014,

Placement: Claremont Graduate University)

**Executive Education:** *Managing People* (Mini-MBA for In-house Counsel)

*Leading Collaboration* (BP Future CIOs)

*Leading High Performance Teams* (Guangdong (China) Leadership

Program at Yale University; BARBRI; P&G’s Clay Street Project)

## PROFESSIONAL SERVICE

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### Editorial Service

*Small Group Research*, Editorial Board (2017-present)

*Psychology of Aesthetics, Creativity, and the Arts*, Editorial Board (2013-present); Student  
Editorial Board (2008-2010)

Institute of Coaching Scientific Advisory Council (2011-2013)

### Ad-hoc Reviewing

*Academy of Management Review*; *Administrative Science Quarterly*; *Journal of Organizational Behavior*; *Organization Studies*; *Organizational Psychology Review*; *Human Relations*; *Group Processes and Intergroup Relations*; *Journal of Applied Behavioral Sciences*; *Journal of Creative Behavior*; *PLOS ONE*; Academy of Management Annual Conference; Interdisciplinary Network for Groups Research (INGRoup) Annual Conference; Harvard Business School Publishing; Routledge Publishing; Stanford University Press

### Other Professional Service

Co-founder of *Creativity Collaboratorium* conference 2013-present, (co-organizer 2013, 2014)

Facilitator, *Cognition in the Rough*, Academy of Management Annual Meeting, 2017

Facilitator, *Navigating Qualitative Dissertations: Advice from the Experts*, Academy of Management Annual Meeting, 2017

Best Symposium Award Committee, Organizational Behavior Division, Academy of Management Annual Meeting, 2016

Presenter, *An Insider's Guide to the Job Market*, MOC/OMT Doctoral Consortium, Academy of Management Annual Meeting, 2012

### **Institutional Service**

#### **University College London**

School of Management Research Committee, 2015-2016

Organisations and Innovation Ph.D. Admissions Committee (Chair), 2016-present

School of Management Research Associate Search Committee (Chair), 2017

#### **Boston University School of Management**

EMBA Program Development Committee (PDC), 2011-2013

EMBA Core Faculty, 2011-2015

Organizational Behavior Senior Faculty Search Committee, 2013-14

Organizational Behavior Junior Faculty Search Committee (Chair), 2011-2012

Organizational Behavior Ph.D. Comprehensive Exam Committee, 2011, 2015

Organizational Behavior Ph.D. Admissions Committee, 2011, 2012, 2013

Research Infrastructure Sub-committee on Behavioral Laboratory Research (Chair), 2011

### **OTHER WORK EXPERIENCE**

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Either/Orchestra, trumpet, 1998–2007

Tours: U.S., 1998-2004; Europe, 1998, 2000, 2006; Africa, 2004

Down Beat Magazine “Rising Star, Big Band” 1st place, 1998-2004

The Boston Phoenix, nominated “Best Jazz Band in Boston,” 1997-2006,  
1<sup>st</sup> place: 1997, 1999

Boston Music Awards, nominated “Best Local Jazz Group,” 1998-2006,  
1<sup>st</sup> place 2000, 2003

Artist-in-Residence, Ethiopian National Music Festival, Addis Ababa, Ethiopia, 2004

Artist-in-Residence, International Festival of Movement and Dance on the Volga,  
Yaroslavl, Russia, 2000

### **Selected Discography**

*Noise & Chill Out: Ethiopian Groove Worldwide* (Buda Musique, 2012)

*Mahmoud Ahmed and Either/Orchestra: Live in Paris* (DVD, Buda Musique, 2007)

*Live in Addis*, (Ethiopiques/Buda Musique, 2004)

*Neo-Modernism* (Accurate Records, 2003)

*Afro-Cubism* (Accurate Records, 2002)

*More Beautiful Than Death* (Accurate Records, 2000)

*Coalescence* (Miracle Productions, 1998)

Kaplan Test Prep, Inc., 2001-2004

Teacher Trainer, Teacher, and Curriculum Development