

# COLIN M. FISHER

UNIVERSITY COLLEGE LONDON  
UCL SCHOOL OF MANAGEMENT  
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## ACADEMIC POSITIONS

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### UNIVERSITY COLLEGE LONDON, UCL SCHOOL OF MANAGEMENT

*Associate Professor of Organisations and Innovation, 2019-present*

*Assistant Professor of Organisations and Innovation, 2015-2019*

### BOSTON UNIVERSITY, SCHOOL OF MANAGEMENT

*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*

*M.A. in Social Psychology*

### NEW YORK UNIVERSITY, GALLATIN SCHOOL

*M.A. in Individualized Study*

### NEW ENGLAND CONSERVATORY OF MUSIC

*B.Music in Jazz Performance (trumpet)*

## RESEARCH INTERESTS

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I investigate how teams and individuals working on complex, creative, or improvisational tasks can get the leadership, advice, and help they need. My research highlights the importance of temporal issues (e.g., timing, rhythm, development over time) in collaborative processes.

## ARTICLES

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\*indicates graduate student collaborator

1. Landis, B., Fisher, C. M., & Menges, J. I. (in press). How employees react to unsolicited and solicited advice in the workplace: Implications for using advice, learning, and performance. *Journal of Applied Psychology*.
2. Fisher, C. M., Amabile, T. M. & Pillemer, J. (2021). How to help (without micromanaging): New research points to three strategies. *Harvard Business Review*, 99(1).
3. Fisher, C. M. & Barrett, F. J. (2019). The experience of improvising in organizations: A creative process perspective. *Academy of Management Perspectives*, 33, 148-162.
4. Fisher, C. M., Pillemer, J.\*, & Amabile, T. M. (2018). Deep help in complex project work: Guiding and path-clearing across difficult terrain. *Academy of Management Journal*, 61, 1524-1553.
  - Honorable Mention, 2019 Award for Outstanding Published Article in Positive Organizational Scholarship, Center for Positive Organizations at University of Michigan
5. Kahn, W. A., Barton, M. A., Fisher, C. M., Heaphy, E. D., Reid, E. M. & Rouse, E. D. (2018). The geography of strain: Organizational resilience as a function of intergroup dynamics. *Academy of Management Review*, 43, 509-529.
  - Finalist, Academy of Management Review Best Paper Award, 2019

6. 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.
7. 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.
8. Allen, J. A., Fisher, C. M., Chetouani, M., Chiu, M. M., Gunes, H., Mehu, M., & Hung, H. (2017). Comparing social science and computer science workflow processes for studying group interactions. *Small Group Research*, 48, 568–590.
9. Amabile, T. M., Fisher, C. M., & Pillemer, J.\* (2014). IDEO’s culture of helping. *Harvard Business Review*, 92, 54-61.
10. Wageman, R., Fisher, C. M., & Hackman, J. R. (2009). Leading teams when the time is right: Finding the best moments to act. *Organizational Dynamics*, 38, 192-203.
11. Balachandra, L., Barrett, F. J., Bellman, H., Fisher, C. M., & Susskind, L. (2005). Improvisation and mediation: Balancing acts. *Negotiation Journal*, 4, 425-434.

#### **BOOKS**

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12. Reiter-Palmon, R., Fisher, C. M., & Mueller, J. S. (Eds.). (2021). *Creativity at Work: A Festschrift in Honor of Teresa Amabile*. Cham, Switzerland: Palgrave Macmillan.

#### **EDITED BOOK CHAPTERS**

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13. Fisher, C. M., Demir-Caliskan, O.\*, Hua, M. Y.\*, & Cronin, M. A. (in press). Trying not to try: The paradox of intentionality in jazz improvisation and its implications for organizational scholarship. In R. Bednarek, M. P. Cunha, J. Schad, & W. Smith (Eds.), *Both/and-ing paradox: Interdisciplinary Dialogues and Paradox Theory, Research in the Sociology of Organizations*. Melbourne: Emerald Publishing.
14. Fisher, C. M., Ananth, P.\*, & Demir-Caliskan, O.\* (2021). A winding road: Teresa Amabile and creative process research. In R. Reiter-Palmon, C. M. Fisher, & J. S. Mueller (Eds.), *Creativity at Work: A Festschrift in Honor of Teresa Amabile* (pp. 35-46). Cham, Switzerland: Palgrave Macmillan.
15. Fisher, C. M., Sanchez, J., Berry, J., & Xie, W. X.\* (2020). Who (and how many) made this? How crediting authorship affects creativity evaluations. In A. S. McKay, R. Reiter-Palmon, & J. C. Kaufman (Eds.), *Creative Success in Teams* (pp. 168-188). London, U.K.: Academic Press
16. Barrett, F. J., Huffaker, J.\*, Fisher, C. M., & Burgaud, D. (2018). Improvisation and transformation: Yes to the mess. In J. Neal (Ed.), *Handbook of Personal and Organizational Transformation* (pp. 2-25). New York: Springer International Publishing.
17. 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* (pp. 308-327). Cheltenham, U.K.: Edward Elgar Publishing.
18. 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* (pp. 455-481). Oxford, U.K.: Oxford University Press.
19. 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* (pp. 13-24). New York: Routledge.
20. 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* (pp. 481-497). West Sussex, U.K.: John Wiley & Sons.

## REFEREED PROCEEDINGS AND REPORTS

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21. 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*.
22. 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*.
23. 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”
  - “Best Paper Based on a Dissertation, Organizational Behavior Division,” Academy of Management
24. 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.

## PRACTITIONER-ORIENTED POSTS AND REPRINTS

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25. Fisher, C. M. (2018). Out of the shallows into the deep. *The HR Director*, 162, 34.
26. Fisher, C. M. (2018, February). How to help rather than micromanage. *HR Magazine*. Retrieved from: <http://www.hrmagazine.co.uk/article-details/how-to-help-rather-than-micromanage>
27. Fisher, C. M. (2017, April). Priming teams: To do it or not? *HRZone*. Retrieved from: <https://www.hrzone.com/perform/people/priming-teams-to-do-it-or-not>
28. Goh, K. T., Fisher, C. M., & Sommer, S. A. (2016). To go fast, go slow: Effect of phase durations on team performance trajectories in experimentation. *IEEE Engineering Management Review*, 44, 130-133. [Reprint]
29. Fisher, C.M. (2013). Creative collaboration: Innovation and creativity in teams. In R. Wageman (Ed.), *Team Effectiveness*. The Marketing & Management Collection, Henry Stewart Talks Ltd.: London.
30. Fisher, C. M. & Amabile, T. M. (2009). Creativity, improvisation, and organizations. *Rotman Magazine*, Winter, 40-45. [Abridged Reprint]
31. Fisher, C. M. & Amabile, T. M. (2009). Creatividad, improvisación y organizaciones. *Harvard Duesto Business Review*, March, 30-38. [Translated and Abridged Reprint]

## MANUSCRIPTS UNDER REVIEW

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### Revisions Requested at Peer-reviewed Journals

- Fisher, C. M.<sup>+</sup>, Jang, S.<sup>+</sup>, & Hackman, J. R. [Temporal experience and team performance—title omitted while under review]. (2<sup>nd</sup> invitation to revise and resubmit at *Organization Science*). (<sup>+</sup>denotes shared-first authorship)
- Liu, L.<sup>\*</sup>, Kilduff, M. J., Lee, S., & Fisher, C. M. [Star connections and career outcomes—title omitted while under review]. (under 2<sup>nd</sup> round review at *Academy of Management Journal*).
- Yip, J. & Fisher, C. M. [Review of literature on listening in organizations—title omitted while under review]. (revisions on proposal requested at *Academy of Management Annals*).

### Manuscripts Under Initial Review at Peer-reviewed Journals

- Goh, K. T., Fisher, C. M., & Sommer, S. A. [Team learning over time—title omitted while under review]. (under review at *Small Group Research*).

## PRESENTATIONS

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### Refereed Conference Presentations

- Demir-Caliskan, O.\* & Fisher, C. M. (2020, August). Project switches in collective creative spaces: An inductive study of makerspaces. In O. Demir Caliskan & M. Hua (Chairs), *New Perspectives on Developmental Sequences and Cycles in Creative Work*. Symposium accepted at the meeting of the Academy of Management, Vancouver, B.C.
- Hua, M.\* & Fisher, C. M. (2020, August). Re-defining problems and developing ideas through elaborative play: An inductive study of circus R&D. In S. Harrison, A. Carlsen, & M. Skerlavaj (Chairs), *Broadening Our Insight: Bridging and Blurring Boundaries Between Creativity and Innovation*. Symposium accepted at the meeting of the Academy of Management, Vancouver, B.C.
- “Showcase Symposium,” selected for Synchronous Presentation, MOC Division
- Xie, W. X.\* & Fisher, C. M. (2020, August). How do members’ uncertainty perceptions affect leadership claiming and granting in teams? In N. Xu & J. Kiker (Chairs), *Shared Leadership in Context: The Mutual Influences of Situation and Process*. Symposium accepted at the meeting of the Academy of Management, Vancouver, B.C.
- Selected for Synchronous Presentation, OB/MOC Divisions
- Demir-Caliskan, O.\* & Fisher, C. M. (2020, June). *Project switches in collective creative spaces: An inductive study of makerspaces*. Paper accepted at the meeting of the European Group for Organisation Studies, Hamburg, Germany.
- Liu, L.\*, Lee, S., Fisher, C. M., & Kilduff, M. J. (2020, June). *Borrowed status buffers performance effects: How connections to star managers help and hurt careers*. Paper presented at the meeting of the European Group for Organisation Studies, Hamburg, Germany.
- Fisher, C. M., Cornelius, P.,\* Sanchez, J., & Kaya, S.\* (2020, April). *Betting on the pack: The bias toward team entrepreneurs in investor crowdfunding decisions*. Paper accepted at the meeting of the Production and Operations Management Society, Minneapolis, MN.
- Fisher, C. M., Harvey, S., Ananth, P.\*, & Xie, W. X.\* (2019, August). Bridging, balancing, and blending: The role of liminal practices in creative work. In P. Ananth & W. X. Xie (Chairs), *New Perspectives on Processes and Practices in Creative Work*. Symposium presented at the meeting of the Academy of Management, Boston, MA.
- “Showcase Symposium,” MOC/OB/OMT Divisions
- Fisher, C. M., Cornelius, P.,\* Sanchez, J., & Kaya, S.\* (2019, August). *Betting on the pack: The bias toward team entrepreneurs in investor crowdfunding decisions*. Paper presented at the meeting of the Academy of Management, Boston, MA.
- Hua, M.\* & Fisher, C. M. (2019, July). *Pursuing nascent ideas in experimental circus groups: The role of interaction dynamics and shared emotions*. Paper presented at the Interdisciplinary Network for Group Research Conference, Lisbon, Portugal.
- Xie, W. X.\* & Fisher, C. M. (2019, July). *Situation-based leadership attributions: How and why environmental uncertainty affects leadership attributions in self-managing teams*. Paper presented at the Interdisciplinary Network for Group Research Conference, Lisbon, Portugal.
- Hua, M.\* & Fisher, C. M. (2019, July). *Pursuing nascent ideas in experimental circus groups: The role of interaction dynamics and shared emotions*. Paper presented at the colloquium of the European Group for Organisational Studies (EGOS), Edinburgh, UK.
- Fisher, C. M., Harvey, S., Ananth, P.\*, & Xie, W. X.\* (2019, June). *Bridging, balancing, and blending: The role of liminal practices in creative work*. Paper presented at the International Symposium on Process Organization Studies, Chania, Crete.

- Demir-Caliskan, O.\* & Fisher, C. M. (2019, June). *How collaborative workspaces catalyze radically divergent project streams: An inductive study of makerspaces*. Paper presented at the International Symposium on Process Organization Studies, Chania, Crete.
- Hua, M.\* & Fisher, C. M. (2019, June). *Pursuing nascent ideas in experimental circus groups: The role of interaction dynamics and shared emotions*. Paper presented at the International Symposium on Process Organization Studies, Chania, Crete.
- Xie, W. X.\* & Fisher, C. M. (2018, August). *How should leadership be structured? Lay theories of single and shared leadership structures*. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Finalist: “MOC Division Best Paper Award”
- Fisher, C. M., Pillemer, J.\*, & Amabile, T. M. (2018, August). When the thought doesn't count: Unhelpful help and unmet needs in organizations. In K. Schabram & S. Lee (Chairs), *What Happens Next? The Temporal Dynamics and Long-Term Consequences of Prosocial Behavior*. Symposium presented at the meeting of the Academy of Management, Chicago, IL.
- Liu, L.\*, Fisher, C. M., Lee, S., & Kilduff, M. J. (2018, August). Great expectations? The effect of high-reputation connections on evaluations of employees. In N. Longmire (Chair), *Too Much of a Good (or Not Enough of a Bad) Thing? Counteracting Consequences of Work Relationships*. Symposium presented at the meeting of the Academy of Management, Chicago, IL.
- 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. and Barrett, F. (2018, January). *The experience of improvising in organizations: A creative process perspective*. Paper presented at the meeting of the Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Fisher, C. M., Jang, S., & Hackman, J. R. (2017, September). *Melting clocks: How temporal distortion affects team creativity*. Paper presented at 2017 Creativity Collaboratorium, 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, Pittsburg, 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, S. 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”
  - “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**

- 2021 HKUST
- 2019 University of Cambridge, Judge Business School (OTIS)  
Coaching in Leadership and Healthcare Conference, Institute of Coaching, Harvard  
Medical School/McLean Hospital
- 2018 University of Surrey  
European School of Management and Technology (ESMT)  
HBS/HKS Behavioral Insights – London
- 2017 Wharton OB Conference
- 2016 Creativity Collaboratorium at Boston College
- 2015 IESE-Barcelona  
University College London  
SUNY-Stonybrook  
IDEO Palo Alto
- 2013 P&G's Clay Street Project  
IDEO Boston
- 2012 Cambridge Health Alliance-Harvard Medical School Psychiatry Grand Rounds
- 2011 Boston Facilitators Roundtable  
IDEO Palo Alto
- 2010 Boston University School of Management  
Brandeis University International Business School  
IDEO Boston
- 2009 ESMT  
ESSEC Business School  
INSEAD  
McGill University
- 2008 Emerson College

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

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- Nominee, Brilliant Research-based Education, UCL Student Choice Awards, 2020
- Finalist, *Academy of Management Review* Best Paper Award, 2019

Honorable Mention, Award for Outstanding Published Article in Positive Organizational Scholarship, Center for Positive Organizations at University of Michigan, 2019

Nominee, Outstanding Research Supervision Award, UCL Student Choice Awards, 2019

Finalist, Best Paper Award, Managerial and Organizational Cognition Division, Academy of Management, 2018

Outstanding Reviewer Award, Academy of Management Annual Conference Organizational Behavior Division, 2009, 2016  
Managerial and Organizational Cognition Division, 2014

Finalist, “Favorite Professor” Award, Boston University PEMBA Class of 2015

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

Finalist, Frederic M. Jablin Dissertation Award, International Leadership Association, 2010

Nebel T&L Fellowship for Dissertation Completion, 2009

State Farm Doctoral Dissertation Award, General Business, 2008

Finalist, INFORMS/*Organization Science* Dissertation Competition, 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

Course: *Leading High-Performance Teams* (Master’s) (2015-present)  
*Creativity and Critical Thinking Skills* (Master’s) (2019, 2020)  
*Leading Global Teams* (MBA) (2020-present)

Ph.D. Advising: Wen-Xin Xie (G6, primary advisor)  
Mel Hua (G5, primary advisor)  
Ozumcan Demir-Caliskan (G4, primary advisor)

Ph.D. Examiner: Jung Won Lee (2019, viva examiner)  
Poornika Anath (exp. 2020, upgrade committee)  
Lei Liu (2020, upgrade committee)

**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. Advising: Jeffrey Yip (secondary advisor, 2014, Placement: Claremont Graduate University)

**Executive Education:** *Leading Collaboration* (BP Future CIOs)  
*Leading High Performance Teams* (Guangdong (China) Leadership Program at Yale University; BARBRI; P&G’s Clay Street Project)  
*Managing People* (Mini-MBA for In-house Counsel)



*The Progress Principle* (NHS Blood & Transfusions Senior Leadership Development Program)

## PROFESSIONAL SERVICE

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### Editorial Service

*Journal of Organizational Behavior*, Editorial Board (2021-present)

*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; 2018-2020)

### Ad-hoc Reviewing

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

### Conference Organization

*Creativity Collaboratorium* (Group for Researchers of Creativity in Organizations)

Co-founder, 2013

Conference Co-organizer

Wayland, MA, 2013 (with Teresa Amabile, Spencer Harrison, Bess Rouse)

Boston University, 2015 (with Bess Rouse)

University College London, 2019 (with Pier Mannucci, Michael Parke)

*Conference on Creativity Research and the Work of Teresa Amabile*, Conference co-organizer (with Jennifer Mueller), Harvard Business School, 2019

### PDW Facilitator or Presenter

Academy of Management Annual Meeting: *Cognition in the Rough* (MOC, 2017-2019, 2021-present); *Presenting in the Rough* (MOC, 2018); *What Were You Thinking?: Developing Cognitive Sensibilities for Inductive Coding* (MOC, 2018); *Navigating Qualitative Dissertations: Advice from the Experts* (MOC, 2017, 2021); *An Insider's Guide to the Job Market* (MOC/OMT, 2012)

Israel Organizational Behavior Conference: *Finding the Golden Path Between Academic Career and Family* (2018)

Wharton Organizational Behavior Conference: Rapid Research Presentations (2018); Teamwork and Group Processes Discussion Moderator (2019)

### Awards Committees

Academy of Management Annual Meeting: *Best Student-Led Paper Award* Committee, MOC Division (2019, 2020); *Best Symposium Award* Committee, OB Division (2016)

Interdisciplinary Network for Group Research: *J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups* (2020)

### Institutional Service

#### University College London

Organisations and Innovation Faculty Recruiting Committee (Chair), 2019-present

Organisations and Innovation Ph.D. Admissions Committee (Chair), 2016-present  
School of Management Academic Promotions Review Committee, 2020-present  
School of Management Research Associate Search Committee (Chair), 2017-2019  
School of Management Research Committee, 2015-2016

**Boston University School of Management**

EMBA Program Development Committee, 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

**SELECTED NON-ACADEMIC 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, 2001-2004 (GMAT, LSAT, GRE, SAT, ISEE, TOEFL)  
Teacher Trainer, 2002-2004 (GMAT, LSAT, GRE, SAT, MCAT)  
Curriculum Development, 2002-2004 (GMAT, GRE, ISEE)