

John Eklund

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ACADEMIC APPOINTMENTS

2019 – Present Assistant Professor, Department of Management and Organization,
University of Southern California

EDUCATION

2019 Ph.D. in Management, Wharton School, University of Pennsylvania, USA.
2005 M.B.A., University of Notre Dame, USA. (GPA 4.0)
1996 D.Phil., Physical Chemistry, University of Oxford, UK
1993 M.A., Chemistry, University of Oxford, UK. (First Class Honours)

RESEARCH AND PUBLICATIONS

Research Interests

Organization Design, Technology & Innovation Management, Strategy Implementation

Publications

- [1] Eklund, J.C. & Kapoor, R. 2019 "Pursuing the New while Sustaining the Current: Incumbent Strategies and Firm Value during the Nascent Period of Industry Change," *Organization Science*. 30(2): 383-404
- Best Paper Proceedings, Academy of Management Annual Meeting; 2016
 - Modified version published in HBR.org. "Research: Self-Disruption Can Hurt the Companies That Need It the Most", November 5th 2018

Working Papers

- [2] Eklund, J.C. & Mannor, M.J. "Keep Your Eye on the Ball or on the Field? Exploring the Performance Implications of Executive Strategic Attention," *Round 1 Revise & Resubmit*
- [3] Eklund, J.C. & Kapoor, R. "Mind the Gaps: How Organization Design Choices Shape the Sourcing of External Inventions," *under review*
- Finalist, SMS Best Conference PhD Paper Prize; 2018
- [4] Eklund, J.C. "Looking in the Mirror or Out of the Window: The Role of Capabilities and Competition in Strategic Choice," *under review*
- [5] Eklund, J.C. "The Knowledge-Incentive Trade-off: Understanding the Relationship between Organization Design and Innovation"
- Runner up, Knowledge and Innovation IG Best PhD Paper Award, SMS; 2018
 - Best Paper Proceedings, Academy of Management Annual Meeting; 2018
 - Finalist, TIM Division Best Student Paper Award, Academy of Management Annual Meeting; 2018
- [6] Eklund, J.C. "Structuring to Sell Ideas: The Role of Organization Design in the Commercialization of Inventions"
- Best Paper Proceedings, Academy of Management Annual Meeting; 2019
- [7] Eklund, J.C. & Feldman, E. "Understanding the Relationship between Divestitures and Invention: The Moderating Role of Organization Design"

Other Awards and Honors

- Strategy Research Foundation (SRF) Dissertation Scholar, Strategic Management Society; 2017-18
- Finalist, Organization Science/INFORMS Dissertation Proposal Competition; 2018
- Academy of Management BPS/STR Outstanding Reviewer Award; 2016, 2017 & 2018
- Outstanding Recent MBA Alumnus Award, University of Notre Dame; 2007
- MBA Highest GPA Award, University of Notre Dame; 2005
- Outstanding Male MBA Student Award, University of Notre Dame; 2005

RESEARCH AND PUBLICATIONS

Conference Presentations

“Needless Distraction or Font of Knowledge: Understanding the Relationship between Divestitures and Invention,” Eklund, J.C. & Feldman, E.

- Strategic Management Society Conference, Minneapolis (USA); October 2019

“Structuring to Sell Ideas: The Role of Organization Design in the Commercialization of Inventions,” Eklund, J.C.

- Strategic Management Society Conference, Minneapolis (USA); October 2019
- West Coast Research Symposium, Stanford University (USA); September 2019
- Academy of Management Conference, Boston (USA); August 2019

“Organization Design: Established and Novel Methods to Provide New Insights to a Classic Problem,” PDW co-organized with Daniel Albert and Saerom Lee. Panelists: Felipe Csaszar, Phanish Puranam, Nicolaj Siggelkow, Brian Silverman and Mary Tripsas

- Academy of Management Conference, Boston (USA); August 2019

“The Knowledge-Incentive Trade-off: Understanding the Relationship between Organizational Design and Innovation,” Eklund, J.C. (*Job Market Paper*)

- Strategic Management Society Conference, Paris (France); September 2018
- Academy of Management Conference, Chicago (USA); August 2018
- DRUID18, Copenhagen Business School (Denmark); June, 2018
- Trans-Atlantic Doctoral Conference, London Business School (UK); May 2018
- East Coast Doctoral Conference, NYU Stern School of Business (USA); May 2018

“Mind the Gaps: How Organizational Design and Portfolio Composition Shape the Sourcing of External Inventions,” Eklund, J.C. & Kapoor, R.

- Academy of Management Conference, Boston (USA); August 2019
- Wharton Innovation Doctoral Symposium, Philadelphia (USA); October 2018
- Strategic Management Society Conference, Paris (France); September 2018

“Keep Your Eye on the Ball or on the Field? Executive Strategic Attention and Performance,” Eklund, J.C. & Mannor, M.J.

- Academy of Management Conference, Chicago (USA); August 2018

“Designing Innovative Firms: Taking Stock and Future Research Opportunities,” PDW co-organized with Daniel Albert. Panelists: Nick Argyres, Martin Ganco, Metin Sengul and Richard Whittington

- Academy of Management Conference, Chicago (USA); August 2018

“Looking in the Mirror or Out the Window: The Role of Capabilities and Competition in Strategic Choice,” Eklund, J.C.

- Strategic Management Society Conference, Houston (USA); October 2017
- Academy of Management Conference, Atlanta (USA); August 2017

“Cunning or Just Confused? Market Reactions to Sweeping Visions of Strategic Priorities,” Eklund, J.C. & Mannor, M.J.

- Strategic Management Society Conference, Berlin (Germany); September 2016

“Stock Market Reactions to Incumbent Strategies in the Face of Industry Change,” Eklund, J.C. & Kapoor, R.

- Academy of Management Conference, Anaheim (USA); August 2016

Other Publications

- 46 publications in leading chemistry journals. H-index of 19
- Brown, C.R., Carew, P.S., Eklund, J.C., Evans, J.M. & Fairley, P., US Granted Patent– “Shear Gel Compositions”, Patent No.: US 6,673,371 B2, January 2004. Granted in 8 other patent jurisdictions
- O’Rourke, J., Eklund, J.C., Frymoyer, S. & Yamabayshi, K. (2004), “GlaxoSmithKline: Executive Compensation and a Shareholder Revolt”, University of Notre Dame - Case Study

RESEARCH AND PUBLICATIONS

Grants

- Mack Institute Research Grant (\$6,000). “Needless Distraction or Font of Knowledge: Understanding the Relationship between Divestitures and Innovation”, Eklund, J.C. & Feldman, E.; 2018
- Mack Institute Research Grant (\$9,350). “From Invention to Innovation”, Balachandran, S., Eklund, J.C., Gupta, C. & Singh, H.; 2017
- Wharton Doctoral Programs, Travel Grants; 2016-18

TEACHING

- Instructor: University of Southern California BUAD 497: Strategic Management; 2019
 - Teach two sections of 47 undergraduate students
- Instructor: Wharton MGMT101 - Introduction to Management; 2017
 - Taught two recitations of 27 undergraduate students.
 - Average Teaching Rating: 3.52/4 (Top quartile rating)
- Instructor: Melbourne Business School - Discovering Business in Australia; 2013-2014
 - Course for visiting US MBA students. Taught module on Australian energy industry
- Guest Lecturer: Wharton WHT150 - Evaluating Evidence; 2017-2018
 - Undergraduate social science research methodologies class (Taught by Prof. Iwan Barankay)
- Teaching Assistant: Wharton: MGMT214 & MGMT731; 2016-2018
 - Innovation & Technology Strategy UG, MBA, Exec. MBA class (Taught by Prof. Rahul Kapoor)
 - Graded student assignments, facilitated class activities and provided feedback on presentations

PROFESSIONAL ACTIVITIES

Consortia Participation

- West Coast Research Symposium & Doctoral Student Workshop, Seattle (USA); September 2018
- Doctoral Workshop, Strategic Management Society Conference, Houston (USA); October 2017
- BPS Doctoral Consortium, Academy of Management Annual Meeting, Atlanta (USA); August 2017
- SRI PhD Bootcamp, University of Maryland, Washington D.C. (USA); June 2016
- Workshop on Research Design for Causal Inference, Chicago (USA); June 2015

Wharton Service

- Management Student Ph.D. Representative; 2015-16
 - Organized Student Seminar Series
 - Organized Ph.D. Recruitment Visit Days
- Member of organizing committee – Inaugural Wharton Innovation Doctoral Symposium (WINDS); 2017

Refereeing

- Reviewer for Academy of Management Annual Meeting, BPS/STR division; 2016, 2017 & 2018
- Reviewer for Strategic Management Society Annual Meeting, Competitive Strategy Division; 2018
- Ad-hoc Reviewer for *Strategic Management Journal*

Professional Affiliations and Memberships

- Academy of Management, STR, TIM and OMT divisions
- Strategic Management Society
- Member of Chartered Institute of Marketing
- Beta Gamma Sigma

OTHER PROFESSIONAL EXPERIENCES

- Director, PwC Consulting, Melbourne, Australia; 2014
- Senior Strategy Manager, Origin Energy, Melbourne, Australia; 2011-2013
- Associate & Senior Associate, Booz & Company, Melbourne, Australia; 2008-2011
- Associate, A.T. Kearney, Chicago, USA; 2005-2007
- Strategy Analyst, Strategy Consulting Group, COI Communications, London, UK; 2002-2003
- Project Leader & Scientist, Unilever, Wirral, UK; 1998-2001
- Post-Doctoral Research Fellow, Monash University, Melbourne, Australia; 1997-1998

REFERENCES

Dissertation Committee

- Daniel Levinthal (University of Pennsylvania, Wharton - Management): dlev@wharton.upenn.edu
- Rahul Kapoor (University of Pennsylvania, Wharton - Management): kapoorr@wharton.upenn.edu
- Emilie Feldman (University of Pennsylvania, Wharton - Management): feldmane@wharton.upenn.edu
- Luis Rios (University of Pennsylvania, Wharton - Management): luisrios@wharton.upenn.edu