

John Eklund

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ACADEMIC APPOINTMENTS

Assistant Professor 2019 - present
Department of Management and Organization, University of Southern California

EDUCATION

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

RESEARCH AND PUBLICATIONS

Research Interests

Organization Design, Technology & Innovation Management, Strategy Implementation

Publications and Conditional Acceptances

- [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
- [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" Forthcoming, *Academy of Management Journal*
- [3] Eklund, J.C. & Kapoor, R. "Mind the Gaps: How Organization Design Choices Shape the Sourcing of External Inventions" Provisionally accepted at *Organization Science*
 - Finalist, SMS Best Conference PhD Paper Prize; 2018

Working Papers

- [4] Eklund, J.C. "Structuring to Sell Ideas: The Role of Organization Design in the Commercialization of Inventions" (Reject & Resubmit at *Organization Science*)
 - Best Paper Proceedings, Academy of Management Annual Meeting; 2019
- [5] Eklund, J.C. "The Knowledge-Incentive Trade-off: Understanding the Relationship between Organization Design and Innovation" *Under Review*
 - 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. & Feldman, E. "Understanding the Relationship between Divestitures and Invention: The Moderating Role of Organization Design" *Under Review*
 - Best Paper Proceedings, Academy of Management Annual Meeting; 2020
 - Distinguished Paper Award STR, AOM, 2020
- [7] Balachandran, S. & Eklund J.C. "Innovation via Inter-firm Collaboration: The Role of Partner Organizational Design" *Under Review*

RESEARCH AND PUBLICATIONS

Working Papers (Continued)

- [8] Eklund, J.C. & Venkataraman, V. "Too Big to Succeed? Organizational Adaptation in the Face of Technological Change" *Under Review*
- [9] Eklund, J.C. "When Senior Managers Count and When They Don't: Understanding the Micro-foundations of Firms' Capabilities in Different Environments"
- [10] Chavda, A. & Eklund, J.C. "Too Much of a Good Thing? Experience, Hierarchy and the Micro-foundations of Capability Development"
- [11] Csaszar, F. & Eklund, J.C. "Understanding the impact of managerial preferences and organizational structure on decision-making"

Other Awards and Honors

- Runner-up, Industry Studies Association Dissertation Award; 2020
- 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

Presentations

"Innovation via Inter-firm Collaboration: The Role of Partner Organizational Design," Balachandran, S. & Eklund J.C. [7]

- Strategic Management Society Conference, accepted paper; October 2020
- Academy of Management Conference; August 2020
- Wharton Technology Conference; June 2020
- California Polytechnic State University, San Luis Obispo CA. November 2020

"Understanding the Relationship between Divestitures and Invention: The Moderating Role of Organization Design," Eklund, J.C. & Feldman, E. [6]

- Academy of Management Conference; August 2020
- 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. [4]

- 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

"Mind the Gaps: How Organizational Design and Portfolio Composition Shape the Sourcing of External Inventions," Eklund, J.C. & Kapoor, R. [3]

- 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. [2]

- Academy of Management Conference, Chicago (USA); August 2018
- Strategic Management Society Conference, Berlin (Germany); September 2016

RESEARCH AND PUBLICATIONS

Presentations (Continued)

“The Knowledge-Incentive Trade-off: Understanding the Relationship between Organizational Design and Innovation,” Eklund, J.C. (*Job Market Paper*) [5]

- Gies College of Business, University of Illinois, Champaign-Urbana, IL; December 2018
- Marshall School of Business, University of Southern California, Los Angeles, CA; December 2018
- LeBow College of Business, Drexel University, Philadelphia, PA November; 2018
- INSEAD, Singapore campus; November 2018
- University College London, London, UK; November, 2018
- Aalto University, Helsinki, Finland; November, 2018
- University of California, Santa Barbara, CA; October 2018
- Darden School of Business, University of Virginia, Charlottesville, VA; October 2018
- Johnson Graduate School of Management, Cornell University, Ithaca, NY; October 2018
- 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

“Looking in the Mirror or Out the Window: The Role of Capabilities and Competition in Strategic Choice,” Eklund, J.C. [9]

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

“Stock Market Reactions to Incumbent Strategies in the Face of Industry Change,” Eklund, J.C. & Kapoor, R. [1]

- 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

Grants

- Undergraduate Research Assistant Program, University of Southern California (\$6000). “Too Big to Succeed? Organizational Adaptation in the Face of Technological Change”; 2020-21
- 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

University of Southern California; 2019 -

- Instructor: University of Southern California BUAD 497: Strategic Management; Fall 2019, 2020
 - 2019: Taught two sections with a total of 90 undergraduates (mainly juniors and seniors)
 - 2020: Taught three sections with a total of 135 undergraduates (mainly juniors and seniors)
 - Average Instructor Rating 4.5/5 (2019) 4.4/5 (2020)

University of Pennsylvania; 2014-2019

- Instructor: Wharton MGMT101 - Introduction to Management; 2017
 - Taught two recitations of 27 undergraduate students.
 - Average Teaching Rating: 3.52/4 (Top quartile rating)
- 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

Melbourne Business School; 2013-2014

- Instructor: Melbourne Business School - Discovering Business in Australia; 2013-2014
 - Course for visiting US MBA students.
 - Taught module on Australian energy industry

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

Service

- Wharton Management Department Student Ph.D. Representative; 2015-16
 - Organized Student Seminar Series
 - Organized Ph.D. Recruitment Visit Days
- Organizing committee – Inaugural Wharton Innovation Doctoral Symposium (WINDS); 2017
- AOM PDW, Chicago, USA 2018; Co-organizer with Daniel Albert
 - “Designing Innovative Firms: Taking Stock and Future Research Opportunities”
 - Panelists: Nick Argyres, Martin Ganco, Metin Sengul and Richard Whittington
- AOM PDW, Boston, USA 2019; Co-organizer with Daniel Albert and Saerom Lee
 - “Organization Design: Established and Novel Methods to Provide New Insights to a Classic Problem”
 - Panelists: Felipe Csaszar, Phanish Puranam, Nicolaj Siggelkow, Brian Silverman and Mary Tripsas
- STRronger Together Virtual PDW, July 2020; Co-organizer with Daniel Albert, Jaeho Choi and Saerom Lee
 - “Organization Design: From Finding Ideas to Publishing Papers” STR PDW co-organized with.
 - Panelists: J.P. Eggers, John Eklund, Vibha Gaba, Daniel Keum and Yue Maggie Zhou

PROFESSIONAL ACTIVITIES

Refereeing

- Editorial Board member, *Organization Science*, July 2020 – June 2022
- Reviewer Best PhD Paper, Strategic Management Society Conference, 2020
- Reviewer for Academy of Management Annual Meeting, BPS/STR/TIM divisions; 2016 - 2020
- Reviewer for Strategic Management Society Annual Meeting, Competitive Strategy Division; 2018-20
- Ad-hoc Reviewer for *Strategic Management Journal*, *Long Range Planning*, *Research Policy*.

Professional Affiliations and Memberships

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

PROFESSIONAL WORK EXPERIENCE

- 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; 2004-2007
- 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 (Purdue University, Krannert School): riosla@purdue.edu