Yves L. Doz (France)

The Solvay Chaired Professor of Technological Innovation Professor of Business Policy INSEAD, Fontainebleau, France

I. Former Positions

- 2011- The Solvay Chaired Professor of Technological Innovation (permanent Chair), INSEAD (The European Institute of Business Administration).
- 2007-... Visiting Professor, Aalto University (formerly Helsinki School of Economics), Helsinki, Finland (part-time).
- 2005-2007 Visiting Research Dean of the Center for Knowledge and Innovation Research, Helsinki School of Economics, Helsinki, Finland (part-time).
- 1999-2005 Visiting Associate Dean of the Center for Knowledge and Innovation Research, Helsinki School of Economics, Helsinki, Finland (part-time).
- 1998-2002 Dean of Executive Education, INSEAD.
- 1995-1996 Visiting Professor, Aoyama Gakuin University, Tokyo, Japan.
- 1995-1996 Visiting Professor, Graduate School of Business, Stanford University, Palo Alto, California (on sabbatical from INSEAD).
- 1994-2010 Timken Professor of Global Technology and Innovation (permanent Chair), INSEAD (The European Institute of Business Administration).
- 1990-1994 John H. Loudon Professor of International Management (term Chair), INSEAD.
- 1990-1995 Associate Dean for Research and Development, INSEAD.
- 1987-1994 Faculty Director of the Management of Technology and Innovation Research Programme, INSEAD, directing research projects in this area, and coordinating relationships with corporate sponsors.
- 1986-1990 Professor of Business Policy, INSEAD.
- 1981-1986 Associate Professor of Business Policy, INSEAD.
- 1976-1980 Assistant Professor of Business Policy, Harvard Graduate School of Business Administration.
- 1974-1976 Research Assistant, Harvard Graduate School of Business Administration.
- 1971-1973 Faculty Member of the Business Policy Department, Centre d'Enseignement Supérieur des Affaires, Jouy en Josas, France.
- 1970-1971 Manager, Sud Aviation (now SNIAS), Marignane, France.

II. Education

- 1973-1976 Doctor of Business Administration in Business Policy (with secondary emphasis on multinational management), Harvard Graduate School of Business Administration –Ford Foundation Fellowship.
- Summer 1973 International Teachers Programme Certificate, Harvard Business School
- 1967-1970 Received diploma (equivalent to MBA, with concentration in international business),
 Ecole des Hautes Etudes Commerciales, Jouy en Josas, France.

III. Teaching And Research

Research Areas

- Academic
 - Strategic decision making and resource commitment processes in complex organizations.
- Applied
 Multinational management; strategic partnerships/joint ventures; management of technology and innovation; corporate renewal and mobilisation processes.

Previously taught courses

- MBA elective on Strategic Alliances
- Doctoral seminar on Strategy Process, Multinational Enterprise

Publications

Articles in refereed journals

- K. Wilson and Y. Doz, "Agile Innovation: A Footprint Balancing Distance and Immersion", *California Management Review*, forthcoming, Vol 53, N°2, Winter 2011.
- Y. Doz, "Qualitative Research for International Business", *Journal of International Business Studies*, forthcoming.
- M.Y. Brannen and Y. Doz, "From a Distance and Detached to Up close and Personal: Bridging Strategic and cross-Cultural Perspectives in International Management Research and Practice", *Scandinavian Journal of Management*, forthcoming.
- Y. Doz and M. Kosonen, "Embedding Strategic Agility: A Leadership Agenda for Accelerating Business Model Renewal", *Long Range Planning Special Issue on Business Models*, Vol 43, N° 2-3 April/June 2010.
- Y. Doz, M. Kosonen, "The Dynamics of Strategic Agility: Nokia's Rollercoaster Experience", *California Management Review*, Vol 50, N° 3, Spring 2008
- Y. Doz, "Knowledge Creation, Knowledge Sharing and Organizational Structures and Processes in MNCs (A Commentary on Foss N. "Knowledge and Organization in the Theory of MNC), *Journal of Management Governance* (2006) 10:29-33.
- P. Smith Ring, Y. Doz and P. Olk "Managing Formation Processes in R&D Consortia", *California Management Review.* Vol. 47, N° 4, Pp. 137-156. Summer 2005.
- J. Santos, Y. Doz and P. Williamson, "Is your Innovation Process Global?", *Sloan Management Review*, Vol. 45, N°4, Pp. 31-37, Summer 2004.
- G. Szulanski, Y. Doz and Y. Ovestky, "Incumbents' Framing: How Three Established Firms Responded to the Emergence of the Internet", *Advances in Strategic Management*. Vol. 21. June 2004.
- Y. Doz, "Toward a Managerial Theory of the MNC", *Advances in International Management*. Vol. 161. Pp3-30, June 2004.
- A. Ariño, J. De La Torre, Y. Doz, P. Smith Ring and G. Lorenzoni, "Process Issues in International Alliance Management: A Debate on the Evolution of Collaboration", *Advances in International Management*, N° 14, Pp. 173-220. 2002.
- Y. Doz and R. Burgelman, "The Power of Strategic Integration", *Sloan Management Review.* Vol. 42, N° 3, Pp. 28-38. Spring 2001. (Also INSEAD Working Paper N° 97/03/SM)
- Y. Doz, P. Olk and P. Smith Ring "Formation Processes of R&D Consortia: Which Path to Take? Where Does it Lead?", *Strategic Management Journal.* Vol. 21, N° 3, Pp. 239-266. March 2000 (Also INSEAD Working Paper N° 99/07/SM).
- Y. Doz and C. Prahalad, "The CEO: A Visible Hand in Wealth Creation?", *Journal of Applied Corporate Finance*. Vol. 13, N° 3, Pp. 20-35. Fall 2000. (Also INSEAD Working Paper N°97/22/SM)
- Y. Doz, "The Evolution of Cooperation in Strategic Alliances: Initial Conditions or Learning Processes?" *Strategic Management Journal*, 17, 1996, pp. 55-83.
- Y. Doz & C.K. Prahalad, "Managing DMNCs: A Search For A New Paradigm", *Strategic Management Journal*, 12, 1991, pp. 145-164. Reprinted in R. Rumelt, D. Schendel & D. Teece (Eds.) *Fundamental Issues in Strategy: A Research Agenda* (Boston: Harvard Business School Press, 1994); in V. Govindarajan & A. K. Sundaram (Eds.) Theories of the New Multinational, 1996; and in S. Ghoshal and

- D.E. Westney (Eds) Organization Theory and the Multinational Corporation (Basingstoke, UK: Macmillan, 1993).
- Y. Doz, "Technology Partnerships Between Larger and Smaller Firms: Some Critical Issues", *International Studies of Management and Organization*, 17, 4, 1988, pp. 31-57.
- Y. Doz & C.K. Prahalad, "Controlled Variety: A Challenge for Human Resource Management in the MNC", *Human Resource Management*, 25, 1, 1986, pp. 55-71.
- Y. Doz & J.-P. Lehmann, "The Strategic Management Process: The Japanese Example" in E. Pauer (Ed) Silkworms, Oil and Chips (Bonn: Bonner Zeitschrift für Japanelogie, Vol. 8, 1986).
- Y. Doz, R. Angelmar & C.K. Prahalad, "Technological Innovation and Interdependence: A Challenge for the Large, Complex Firm", *Technology in Society*, 7, 2&3, 1985, pp. 105-125.
- Y. Doz & C.K. Prahalad, "Patterns of Strategic Control Within MNCs", *Journal of International Business Studies*, 15, 2, Fall 1984, pp. 55-72.
- M.D. Singh & Y. Doz, "A Dynamic Model for the Headquarters-Subsidiary Relationship in MNCs", *International Journal of Systems Science*, 1983, 14, 10, pp. 1129-1138.
- Y. Doz & C.K. Prahalad, "Headquarters Influence and Strategic Control in Multinational Companies", *Sloan Management Review*, 23, 1, 1981, pp. 15-29. Reprinted in C.A. Bartlett and S. Ghoshal (Eds.) *Transnational Management: Text, Cases and Reading in Cross-Border Management* (Homewood, Ill.: Irwin, 1992).
- C.K. Prahalad & Y. Doz, "An Approach to Strategic Control in Multinational Companies", *Sloan Management Review*, 22, 4, 1981, pp. 5-13. Reprinted in Arnoldo C. Hax (Ed.) *Planning Strategies That Work*, (Oxford: Oxford University Press, 1987).
- Y. Doz, C.A. Bartlett & C.K. Prahalad, "Global Competitive Pressures and Host Country Demands: Managing Tensions in MNCs", *California Management Review*, Vol. 23, No. 3, Spring 1981, pp. 63-74.
- Y. Doz, "Multinational Strategies and Structures in Government-Controlled Business", *Columbia Journal of World Business*, 15, 4, Winter 1981, pp. 14-25, reprinted in Japanese (Yokohama Library Business Readings, 1982).
- Y. Doz, "Strategic Management in Multinational Companies", *Sloan Management Review*, 21, 2, 1980, pp. 27-46. Reprinted in Grub et al. (Eds.) *The Multinational Enterprise in Transition* (2nd. ed.) (New Jersey: Darwin Press, 1984), in H. V. Wortzel and L. H. Wortzel (Eds.) *Strategic Management of Multinational Corporations: The Essentials* (New York: John Wiley & Sons, 1985), and in A. C. Hax (Ed.) *Planning Strategies that Work* (Oxford: Oxford University Press, 1987).
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- Y. Doz, G. Szulanski and J. Porac, *Strategy Process, Advances in Strategic Management*, Vol. 22. JAI Press, December 2005.
- Y. Doz, J. Santos and P. Williamson, *From Global to Metanational: How Companies Win in the Knowledge Economy*, Harvard Business School Press, Boston, Massachusetts, USA. October 2001 (Translated into Italian as *Da globale a metanazionale: Le strategie di successo nell'economia della conoscenza*. Il Mulino, Italy. February 2004; Translated into Japanese. 2005. Chinese simplified character edition. 2005. Translated into Portuguese as *O Desafio Metanacional: Como as Empresas Podem Vencer na Economia do Conhecimento*. Monitor. August 2006).

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- Y. Doz and G. Hamel, Alliance Advantage: The Art of Creating Value Through Partnering, Harvard Business School Press. 1998 (Translated into Turkish as *Sirket ittifaklari: global pazarlarda basarinin anahtari*. Sabah Kita Plari (ed). 2000; Translated into French as *L'Avantage des alliances: logiques de création de valeur*. Dunod (ed). 2000; Translated into Brazilian as *A Vantagem das Alianças: A Arte de Criar Valor Através de Parcerias*. Fundação Dom Cabral (ed). Qualitymark Editora Ltda. 2000.; Translated into Japanese; Chinese simplified character edition. China Machine Press. 2003 and Arabic, 2004 and Polish).
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- Y. Doz, "The Need for Speed- Fostering Strategic Agility for Renewed Growth", in *Leading Open Innovation*. Anne Huff, Kathrin Möslein, Rolf Reichwald (eds). Peter Pribilla Meeting Collection, MIT Press, forthcoming.
- Y. Doz, A. Cuomo and J. Wrazel, "From Leadership to Management: mobilizing knowledge for Innovation in Strategic Alliances", *Perspectives on Innovation*. Franco Malerba and Stefano Brusoni (eds.). Cambridge University Press 2007.
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- B. Chakravarthy, S. McEvily, Y. Doz and D. Rau, "Knowledge Management and Competitive Advantage", in *The Blackwell Handbook of Organizational Learning and Knowledge Management*. Mark Easterby-Smith and Marjorie Lyles (eds). (Blackwell Publishers. Pp. 305-324. April 2003).
- P. Williamson, J. Santos and Y. Doz, "The Metanational: A Next Step in the Evolution of the Multinational Enterprise", *The Future of the Multinational Company*. J. Birkinshaw, S. Ghoshal, C. Markides, J. Stopford and G. Yip (eds). (Wiley, London. Chapter 12. June 2003).

- C. K. Prahalad and Y. Doz, "The Rationale for Multibusiness Companies", *Oxford Handbook of Strategy Volume Two: Corporate Strategy.* David Faulkner and Andrew Campbell (eds). (Oxford University Press. Pp. 43-71. February 2003, and printed in paperback in 2006, pp535-563).
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- Y. Doz and O. Baburoglu, "From Competition to Collaboration: The Emergence and Evolution of R&D Cooperatives". *Cooperative Strategy: Economic, Business, and Organisational Issues.* D. Faulkner and M. de Rond. (eds). (Oxford University Press. May 2000).
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- Y. Doz, "New Product Development Effectiveness: A Triadic Comparison in the Information-Technology Industry". *Managing Product Development*. Nishiguchi Toshihiro. (ed.) Oxford: Oxford University Press. 1996.
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- Y. Doz & H. Thanheiser, "Regaining Competitiveness: A Process of Organisational Renewal" in G. Johnson and J. Hendry (Ed.) *Strategic Thinking, Leadership and the Management of Change* (Chichester: Wiley, 1993).
- Y. Doz, "Empirical Background of Strategic Alliances in Europe", in C. Bronder and R. Pritzl (Eds) *Managing Strategic Alliances: Milestones and Roadblocks on the Way to Successful Cooperations* (Frankfurt: Frankfurter Allgemeine Zeitung/Gabler, 1992) (in German).
- Y. Doz, "The Role of Partnerships and Alliances in the European Industrial Restructuring", in K. Cool, D. Neven and I. Walter (Eds) *European Industrial Restructuring in the 1990s* (London: Macmillan, 1992).
- Y. Doz, "The International Leadership Challenges: Becoming a Global Corporation", in S. Barlinn et al. (Eds) *Innovation, Integration and Strategic Processes: A Managerial Approach* (Oslo: Bedriftsokonomens Forlag, 1991).
- Y. Doz, "Partnerships in Europe: The "Soft" Restructuring" Option?" in L.-G. Mattson and B. Stymne (Eds) Corporate and Industry Strategies for Europe. Adaptations to the European Single Market in a Global Industrial Environment (Amsterdam: Elsevier: Advanced Series in Management, 1991).
- Y. Doz, "Aligning Strategic Demands and Corporate Capabilities" in S. Makridakis and Associates (Eds) Single Market Europe: Opportunities and Challenges for Business (San Francisco: Jossey Bass, 1991).

- Y. Doz, "Marché Unique: Exigences Stratégiques et Potentiel des Entreprises" in S. Makridakis (Ed.) *Le Défi Européen* (Paris: Les Editions d'Organisation, 1991).
- Y. Doz, C.K. Prahalad & G. Hamel, "Control, Change and Flexibility: The Dilemma of Transnational Collaboration" in C.A. Bartlett, Y. Doz and G. Hedlund (Eds), *Managing the Global Firm* (London: Routledge, 1990).
- C.K. Prahalad Y. Doz & R. Angelmar, "Assessing the Scope of Innovations: A Dilemma for Top Management" in R. Rosenbloom and R. Burgelman (Eds), *Research on Technological Innovation, Management and Policy* Volume 4 (Greenwich, Connecticut: JAI Press, 1989).
- Y. Doz, "Managing Technological Innovation in Large Firms, in P. Evans, Y. Doz and A. Laurent (Eds) *Human Resource Management in International Firms* (London: Macmillan Press Ltd, 1989).
- P. Evans & Y. Doz, "The Dualistic Organisation", in P. Evans, Y. Doz and A. Laurent (Eds), *Human Resource Management in International Firms* (London: Macmillan Press Ltd, 1989).
- Y. Doz, "Technology Partnerships Between Larger and Smaller Firms: Some Critical Issues" in F.J. Contractor and P. Lorange (Eds) *Cooperative Strategies in International Business* (Lexington, Mass.: Lexington Books, 1988).
- Y. Doz & C.K. Prahalad, "Quality of Management: An Emerging Source of Global Competitive Advantage?" in N. Hood and J.E. Vahlne (Eds) *Strategies in Global Competition* (London: Croom Helm, 1988).
- Y. Doz & C.K. Prahalad, "A Process Model of Strategic Redirection in Large Complex Firms: The Case of Multinational Corporations" in A; Pettigrew (Ed) *The Management of Strategic Change* (Oxford: Basil Blackwell, 1987).
- Y. Doz, "International Industries: Fragmentation Versus Globalisation" in B.R. Guile and H. Brooks (Eds) *Technology and Global Industry: Companies and Nations in the World Economy* (Washington, D.C.: National Academy Press, 1987).
- Y. Doz, "Managing Interdependencies in Innovation: Markets and Hierarchies" in M. Tsuchiya (Ed) *Technological Innovation and Business Strategy* (Tokyo: Nippon Keizai Shimbunsha Press, 1986 (in Japanese).
- Y. Doz, "Government Policies and Global Industries" in M.E. Porter (Ed) *Competition in Global Industries* (Boston, Mass.: Harvard University Press, Harvard Business School Colloquia Series, 1986).
- C.K. Prahalad & Y. Doz, "Managing Managers: The Work of Top Management", in J.G. Hunt et al. (Eds) *Leaders and Managers* (New York: Pergamon Press, 1984).
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- Y. Doz, "International Industries, Multinational Companies and Host Government Control: A Framework" in W. Goldberg (Ed) *Governments and Multinationals: The Policy of Control Vs. Autonomy* (Cambridge, Mass.: Oelgeschlager, Gunn and Hain, 1983).
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Other Articles

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- Y; Doz, K. Wilson, "Getting Value from Global R&D networks", World Business, March 2007.

- D. Laurie, Y. Doz, and C. Sheer, "Creating New Growth Platforms", *Harvard Business Review*, May 2006.
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- Y. Doz, "EVC" A&B, 1991.
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- Y. Doz, "CF-LLAD Oerlikon-Bührle" A-C, 1989.
- R. Angelmar & Y. Doz, "Ciba-Geigy:Alza Case Series: Condensed" (including "Advanced Drug Delivery Systems: Alza and Ciba-Geigy"; "Alza Corporation"; "Ciba-Geigy Limited: Pharmaceutical Division"), 1988, condensed 1994.
- R. Angelmar & Y. Doz, "Ciba-Geigy/Alza Case Series" (including "Advanced Drug Delivery Systems: Alza and Ciba-Geigy" A-F; "Alza Corporation" A & B; "Ciba-Geigy Limited: Pharmaceutical Division" A-
- C), 1988, rev. 1992/3, "Alza and Ciba-Geigy: Renewing the Collaboration" rev. 2006 (A; B1-B6)
- Y. Doz, "Italtel", 1985, rev. 1988.
- Cases in the Harvard Business School Collection
- Y. Doz, "Brown Boveri & Cie", 1976, revised 1983.
- Y. Doz, "Compagnie Internationale pour l'Informatique Honeywell-Bull", 1980.
- Y. Doz, "Ford Bobcat" A-D, 1979.
- Y. Doz, "Ford in Spain" A, B, 1979.
- Y. Doz, "General Telephone and Electronics: International Telecommunications Division", 1978.

Working papers

- M.Y. Brannen and Y. Doz, "The Languages of Strategic Agility: Trapped in your Jargon or lost in Translation?", INSEAD N°2010/80/ST
- Y. Doz and M. Kosonen, "Strategic Agility", INSEAD N° 2005/65/ST
- Y. Doz, K. Asakawa, José Santos and Peter Williamson, "The Metanational Corporation", INSEAD N°97/60/SM
- Y. Doz. and J. Santos, "On the Management of Knowledge: From the Transparency of Collocation and Co-setting to the Quandary of Dispersion and Differentiation", INSEAD N° 97/119/SM

R. Burgelman and Y. Doz, "Complex Strategic Integration in the Lean Multibusiness Corporation", , INSEAD N° 97/03/SM

Other publications

Y. Doz, "A Globalization-Framed Scenario", IESE Notes on Globalization and Strategy, Year 2, N°6, September-December 2006

Y. Doz, K. Wilson, S. Veldhoen, Thomas Goldbrunner, and Georg Altman, "Innovation: Is Global the Way Forward? Survey Results", A joint study by Booz Allen Hamilton and INSEAD, 2006

Y. Doz, Marie-Laure Djelic, Sten Jönsson, Bo Carlsson, Juhani Kuusi, and Kjell Gronhaug, "Research in Business Disciplines in Finland, Evaluation Report". Academy of Finland, Painopörssi Oy, Helsinki, Finland. February 2005.

IV. Other Activities

Professional Editorial Review Boards

- Member, Editorial Board, Multinational Business Review
- o Member, Editorial Board, Academy of Management Review (2004-2006)
- Member, Editorial Board, Competition and Change: A Journal of Global Political Economy
- Consulting Editor and Member of the Editorial Board, Journal of International Business Studies (on leave, 2008-2010)
- o Member, Editorial Board, Advances in Strategic Management –2005 Issue Co-editor
- o Member, Editorial Board, Journal of Market-focused Management
- o Member, Editorial Board, Journal of World Business
- Guest Editor (with B. Chakravarthy), Strategic Management Journal Special Issue: Strategy Process - Managing Corporate Self-Renewal, Summer 1992.

Conference Chairs

- o Governance Innovation (co-chair), CKIR, Helsinki School of Economics, August 2009.
- o Academy of International Business, Quebec, Canada, July 2005.
- Advances in Strategic Management Conference with Gabriel Szulanski, INSEAD, Fontainebleau, 24-26 August 2003.
- Managing Global Innovation, Research Forum at INSEAD, October 23-26, 2002.
- Strategic Innovation: Matching Needs and Capabilities in Unprecedented ways, INSEAD, May 23-25, 1999.
- Strategic Management Society Conference on "Strategy Process Research", University of Minnesota, October 1991. Organization Science and INSEAD Conference (with M. Koza), "Managing Partnerships and Strategic Alliance", Fontainebleau, France, October 1996.
- Track Chair, Strategic Management Society, 16th Annual International Conference "Competing in the New Economy: Managing Out of Bounds", Phoenix, November 1996.
- Strategic Management Society Conference on "Organizational Learning and Strategic Renewal", INSEAD-CEDEP, France, December 1991.

Affiliations and Memberships

President, Academy of International Business (2008-2010)

Fellow, Academy of Management (since 2006)

Fellow, Academy of International Business (since 1996)

Vice President Program, Academy of International Business (2005)

Fellow, World Economic Forum (various years)

Member of the Board of Advisors, Centre for Global Workforce Strategy, Simon Fraser University, Vancouver, Canada

Institutional

Doctoral Dissertation Committees

- Chair: Manuela Giagrande: "Transitional need-based Incentives and Organizational change", INSEAD
- Opponent: Peter Kunnas: "Systematic Management of Emerging Strategic Issues: Organisational Attention Allocation and Strategic Issue Management System Performance", Helsinki Technology University, November 2009.
- Co-chair: Constantinos Lioukas: "Information, Communication, and the Strategic Alliance Process", INSEAD 2006; "Information et Communication en Alliances Stratégiques", Univeresity Paris Dauphine 2006
- Co-chair: Michael Yaziji: "Institutional Change and Social Risk", 2004.
- o Opponent: Selia Siitonen, Helsinki School of Economics, 2003.
- "External" Committee Member", Lin Lerpold, Stockholm School of Economics, 2003.
- o Chair: Paulo Prochno:" Replicating and Recreating Practices in a New Setting", 2002.
- Chair: Bjorn Lovas: "Firm-Specificity of Social Networks", 2002.
- Chair: B. Surlemont, "The Development of Strategic Centres of Excellence in Multinational Corporations: The Role of Organizational Context", graduated in 1995.
- Chair: M. Leher, "Strategic Repositioning during International Market Liberalization: The Case of European Flag Carriers", not yet defended.
- Chair: J. Christiensen, "Managing Innovation in Diversified Firms; The Corporate Perspective"
- Member: K. Asakawa, "External-Internal Linkages and Overseas Autonomy-Control Tension: The R&D of the Japanese MNC's in Europe"
- Member: D. Hyde, "Implementing an Integrated Corporate Strategy in the Diversifed Firm"

External Consulting

Assistance to major multinational companies in the development of their organisational capabilities and in the improvement of the quality of their management processes. Recent assignments include work for: Alcatel, Xerox, Timken, Thomson, IBM, Aérospatiale.

V. Awards. Honors And Grants

- 2008-2010 Elected President of the Academy of International Business
- 2006- Elected Fellow of the Academy of Management
- 2005 Appointed "Inaugural Fellow of the Strategic Management Society" (2005)
- 2004 SMS Best Conference Paper Prize, Honorable Mention "Framing Discontinuities: How Incumbents face the Internet"
- 2003 Distinguished Scholar Award, International Management Division, Academy of Management
- 1996 European Foundation in Management Development Award for Rank Xerox (A) (B) and Epilogue (A) in the category "Emerging Organisational Dynamics"
- 1996 Elected Fellow of the Academy of International Business
- 1994 Timken Chair in Global Technology and Innovation
- 1994- Fellow of the Academy of International Business
- 1990 1994 John H. Loudon Chair in International Management
- 1986-1990 Timken Europe Research Fellowship
- 1982-1986 Ciba Geigy Research Award
- 1977 A.T. Kearney Academy of Management Award for Outstanding Research in the Field of General Management
- 1975-1976 Harvard Business School Division of Research Thesis Fellow
- 1973-1976 Ford Foundation Doctoral Fellow

VI. Personal Information

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Updated on: 3 March 2011