

MICHAEL Y. LEE

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ACADEMIC POSITIONS

2019 - Present **INSEAD** Fontainebleau, France
Assistant Professor of Organisational Behavior

EDUCATION

2013 - 2019 **Harvard Business School** Cambridge, MA
Doctoral Candidate in Management
Dissertation: *Self-Managing Organizations: Exploring the Dynamics and Consequences of Radically Decentralizing Authority*
Committee: Teresa Amabile, Amy Edmondson (chair) & Leslie Perlow

2007-2009 **University of California at Berkeley** Berkeley, CA
Walter A. Haas School of Business, MBA
Net Impact Chapter President

1998-2003 **Harvard University** Cambridge, MA
A.B. Magna Cum Laude in Social Studies
Senior Honors Thesis: *Lionel Robbins and the Disappearance of Equity from Welfare Economics*

RESEARCH INTERESTS

Organizational structure and design; self-managing organizations; hierarchy; coordination; formalization; team dynamics

PUBLISHED AND ACCEPTED WORKS

Lee, Michael Y., Mazmanian, Melissa & Perlow, Leslie A. (2019) Fostering Positive Relational Team Dynamics: The power of interaction scripts, embedded in spaces, as a resource for change. *Academy of Management Journal*. In press.

Batillana, Julie B.*, Fuerstein, Michael* & Lee, Michael Y.* New Prospects for Organizational Democracy?: How the Joint Pursuit of Social and Financial Goals Challenges Traditional Organizational Designs. (2018). In Rangan, Subramanian (Ed), *Capitalism Beyond Mutuality*. Oxford University Press.

Lee, Michael Y. & Edmondson, Amy. (2017). Self-Managing Organizations: Exploring the limits of less hierarchical organizing. *Research in Organizational Behavior*. 37: 35-58.

Bernstein, Ethan*, Bunch, John*, Canner, Niko* & Lee, Michael Y.* (2016). Beyond the Holacracy Hype: The Overwrought Claims— and Actual Promise—of the Next Generation of Self-Managed Teams. *Harvard Business Review*. 94(7-8, Big Idea Feature): 38-49.

* Denotes equal co-authorship

WORKS IN PROGRESS

Lee, Michael Y. A New Form of Postbureaucratic Organizing: Fostering flexible coordination and employee freedom through clear and dynamic role boundaries. (Job market paper; Preparing for submission to *Administrative Science Quarterly*)

For whom does self-management work? Examining the factors that influence when radical decentralization improves employee work experience. (Field experiment; Revising manuscript)

Dynamic Clarity: Using social and digital technologies to align and coordinate cognitions about work responsibilities in organizations (Qualitative study, data analysis)

Into the Black Box of Bureaucracy: Understanding the conditions and mechanisms of enabling formal structures (Comparative case study, data analysis; with Pedro Monteiro, EMLYON Business School)

TEACHING EXPERIENCE

Harvard Division of Continuing Education (Boston, MA)

- Designed and co-taught 2-day executive education course titled "*Collaborative Leadership: Building the Organization of the Future*" (April and June, 2018)
- 100% of participants would recommend the course to colleagues
- 4.7 / 5 instructor rating

Harvard Business School (Boston, MA)

- Completed Case Method Teaching workshop (2018)
- Designed and taught "*Mindfulness for Managers*", a three-part series for HBS MBA students with didactic presentations and guided meditation practice (2014)

Coro Community Fellows Program (San Francisco, CA)

- Led trainings in large group meeting design, group facilitation, and consensus-based decision-making (2006)

AWARDS & DISTINCTIONS

2018	Organization Science / INFORMS Dissertation Proposal Competition Finalist Wyss Award for Outstanding Doctoral Research, Harvard Business School Bill and Connie Nobles Fellowship, Rutgers University School of Management and Labor Relations Selected to the 2018 Medici Summer School Selected to the Academy of Management OB Doctoral Consortium
2017	Selected to Academy of Management OMT Doctoral Consortium
2016	Graduate Student Scholarship, Society for Industrial and Organizational Psychology (SIOP)

Showcase Symposium, Academy of Management Annual Meeting, OMT, OB, and MOC Divisions. Presenter and Organizer.

Selected to Academy of Management OMT Dissertation Proposal Workshop

2015 Distinction of Excellence, DBA Special Field Examination, Harvard Business School

2003-04 Coro Fellowship

1998-2002 John Harvard Scholarship, Academic Achievement of Highest Distinction

1998 Westinghouse / Intel Science Talent Search Finalist for original mathematics research in number theory

SELECT PRESENTATIONS

- 2018 Distances in Organizations Workshop: Desautels School of Business, McGill University
HEC Montreal (Invited talk)
- OMT Paper Development and Reviewing Workshop, University of British Columbia
- Kelso Fellows Workshop, Rutgers School of Management and Labor Relations
- Learning Innovations Laboratory, Harvard Graduate School of Education
- 2017 Wharton People and Organizations Conference
- Princeton Ethnography in Entrepreneurship Conference
- AOM Annual Meeting Symposium (OMT, OCIS, HCM). New Developments in Coordination Theory and Practice. Participants: Jody Hoffer Gittel, Samer Faraj, Linda Argote, Martha Feldman, Monica Worline, Elisabeth Okrant Anastasia Sergeeva, Marleen Huysman
- Boston College Work, Identity & Meaning Group
- 2016 AOM Annual Meeting Showcase Symposium (OMT, OB, MOC). Hierarchy on Trial: Learning and coordination in authority-based versus boss-less organizations. Participants: Paul Adler, Melissa Valentine, Lindred Greer, Hayagreeva Rao, Paul Green, Jennifer Dannals
- 2015 Organization Science Winter Conference

PROFESSIONAL ACTIVITIES

Memberships

- Academy of Management OB, OMT, and MOC divisions
- INGRoup
- Society for Industrial and Organizational Psychology
- Organizational Design Community
- Boston Field Researchers group

Reviewing

- Academy of Management Annual Meeting, OB and OMT division
- Human Relations

- M@n@gement

INDUSTRY EXPERIENCE

2009-2013	The Parthenon Group <i>Principal & Case Team Leader</i>	San Francisco, CA
2004-2006	LaFrance Associates (LFA) <i>Associate Consultant</i>	San Francisco, CA

PERSONAL / HOBBIES

Vipassana meditation; OKC Thunder; Politics blogs and podcasts; Teaching my dog Henry new tricks

REFERENCES

Amy C. Edmondson, Novartis Professor of Leadership and Management, Harvard Business School, aedmondson@hbs.edu, (617) 495-6732

Teresa M. Amabile, Baker Foundation Professor & Edsel Bryant Ford Professor of Business Administration, Emerita, Harvard Business School, tamabile@hbs.edu, (617) 495-6871

Leslie A. Perlow, Konosuke Matsushita Professor of Leadership, Harvard Business School, lperlow@hbs.edu, (617) 495-6173