

SANGHYUN PARK

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EDUCATION

Ph.D. in Strategy, **INSEAD** 2018 to Present

- Disciplinary track: Micro-economics, Organizational Science, and Psychology and Behavioral Science

M.S. in Strategy and International Business, **Seoul National University** 2018

B.S. in Physics, Economics, and Business Administration, **Seoul National University** 2015

RESEARCH INTERESTS

[1] Microfoundations of strategy, organization design, organizational learning, and AI

[2] Computational social science

DISSERTATION

“Microfoundations of Organizational Learning”

- Committee: Phanish Puranam (chair), Linda Argote, Henning Piezunka, Phebo Wibbens
- Will Mitchell Dissertation Research Grant, Strategic Management Society, 2023-2024

Essay 1. Sanghyun Park and Phanish Puranam (2023). Vicarious learning without knowledge differentials *Management Science*. [\[Link\]](#)

- Winner, Annual Conference PhD Paper Prize, SMS 2020
- Honorable mention, Annual Conference Best Paper Prize, SMS 2020
- Best Proposal Award, Knowledge and Innovation IG, SMS 2020

Essay 2. Sanghyun Park, Cleotilde Gonzalez, and Phanish Puranam. Decision centralization and learning from experience in groups: Separating context from aggregation effects. Conditional Accept, *Management Science*. [\[Link\]](#)

- Finalist, Research Methods Paper Prize, SMS 2022
- Best PhD Proposal for the Behavioral Strategy IG, SMS
- Best Paper Award, Singapore Rising Scholar Conference 2023

Essay 3. Sanghyun Park. Exploration in hierarchies when learning by doing: How sequential decision-making shapes subordinates’ exploration. *Job market paper*.

OTHER PUBLICATIONS

Sanghyun Park, Henning Piezunka, and Linus Dahlander (2023) Co-evolutionary lock-in in external search. *Academy of Management Journal*. [\[Link\]](#)

- AoM 2022 Best Paper Proceedings
- Honorable mention, Annual Conference Best Paper Prize, SMS 2021

Özgecan Koçak, **Sanghyun Park**, and Phanish Puranam (2022) Ambiguity can compensate for semantic differences in Human-AI communication. *Computers in Human Behavior Reports* [[Link](#)]

Sanghyun Park and Phanish Puranam (2021) Self-confirming biased beliefs in organizational “learning by doing.” *Complexity* [[Link](#)]

WORKING PAPERS

Sanghyun Park, Hart Posen, and Jeho Lee. [a paper on technology competition]. Reject and Resubmit, *Management Science*

- Nominated, Annual Conference Best Paper Prize, SMS 2018

Sanghyun Park and Sungyong Chang. Border of network effects: Early internationalization as a latecomer strategy.

- Nominated, Annual Conference Best Paper Prize, SMS 2020

WORK IN PROGRESS

Sanghyun Park, Daniel Levinthal, and Phanish Puranam. Exploration, Real and Imagined: A Unified Model of Search and Learning.

Sanghyun Park. Learning with AI: The Learning-Training Trade-off.

Sanghyun Park. Born Global Strategy in Winner-take-all Battles: How Liability of Foreignness Limits the First-mover Advantage.

HONORS, AWARDS, GRANTS

Will Mitchell Dissertation Research Grant, Strategic Management Society, 2023-2024

Best Paper Award, Singapore Rising Scholar Conference 2023

Best PhD Proposal Award, Behavioral Strategy Interest Group, SMS 2022

Honorable mention, Annual Conference Best Paper Prize, SMS 2021

Winner, Annual Conference PhD Paper Prize, SMS 2020

Honorable mention, Annual Conference Best Paper Prize, SMS 2020

Best Proposal Award, Knowledge and Innovation Interest Group, SMS 2020

INSEAD PhD Fellowship, 2018-2023

Graduate Scholar Fellowship, Songwon Scholarship Foundation, 2015-2018

Graduate Scholar Fellowship, Woosan Scholarship Foundation, 2015-2017

Research Assistant Scholarship, Seoul National University, 2015-2017

Undergraduate Scholar Fellowship, Korea Scholarship Foundation, 2008-2014

CONFERENCE PRESENTATIONS, SYMPOSIA, INVITED CONSORTIA

2023

- Seoul National University, Theoretical Organizational Models Conference, CCC Doctoral Student Colloquium, Trans-Atlantic Doctoral Conference, Carnegie School of Organizational Learning Conference, Singapore Rising Scholars Conference, Bocconi-INSEAD PhD Seminar

2022

- SMS Annual Doctoral Workshop, Strategic Management Society Annual Conference, AOM STR Doctoral Consortium, Annual Meeting of the Academy of Management, Carnegie School of Organizational Learning Academy, Trans-Atlantic Doctoral Conference, East Coast Doctoral Conference, Wharton Innovation Doctoral Symposium, AI and Strategy Workshop, Experimental Organization Science

2021

- Wharton-INSEAD Doctoral Consortium, Annual Conference on Neural Information Processing Systems, Strategy Science Doctoral Workshop, Strategic Management Society Annual Conference, AI and Strategy Workshop

2020

- Strategic Management Society Annual Conference, Annual Meeting of the Academy of International Business, Annual Meeting of the Academy of Management, Wharton-INSEAD Doctoral Consortium

2019

- AI and Strategy Workshop, Annual Meeting of the Academy of Management, Wharton-INSEAD Doctoral Consortium

2018

- Summer School in Computational Organization Science, Theoretical Organizational Models Conference, Annual Meeting of the Academy of Management

2017

- Annual Meeting of the Academy of Management

TEACHING EXPERIENCE

INSEAD

- Course instructor: PhD Econometrics tutorial (received outstanding tutor awards)
- TA: MBA Organizing for the Future

Seoul National University

- Earned a teaching certificate in Korea
- Course instructor: Big data analysis in computational research methods
- TA: Strategy, corporate strategy, creativity and innovation, competitive strategy in high-tech industries, international business

WORK EXPERIENCE

United States Army, Army Material Command, Army Sustainment Command, 403rd AFSB

- *KATUSA Sergeant*, (2009-2010)

COMPUTATIONAL SKILLS

Information Processing Engineer Certificate

Programming languages: C/C++, Python, R, MATLAB

REFERENCES

Phanish Puranam (Chair)

Roland Berger Chaired Professor of Strategy and Organisation Design, INSEAD

phanish.puranam@insead.edu

Linda Argote

Thomas Lord Professor of Organizational Behavior and Theory, Carnegie Mellon University

argote@andrew.cmu.edu

Henning Piezunka

Associate Professor of Entrepreneurship and Family Enterprise, INSEAD

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Phebo Wibbens

Assistant Professor of Strategy, INSEAD

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