

Ali Ahmadi

Queen's University, Smith School of Business

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RESEARCH INTERESTS

Competitive Dynamics, Artificial Intelligence, Behavioral Strategy, Innovation, and Entrepreneurship

EDUCATION

PhD Candidate in Management, Strategy

2021- 2026

Queen's University, Smith School of Business, Kingston, Ontario

Dissertation Title: Competitive Surprise: A research agenda

Dissertation Committee: Professors Goce Andrevski, Danny Miller, Anthony Goerzen, Jean-Baptiste Litrico

Proposal defended December 2025

Master of Business Administration in Strategy

2020

Industrial Management Institute, Tehran, Iran;

BSc in Mechanical Engineering

2017

Babol Noshirvani Institute of Technology, Babol, Iran;

WORKING PAPERS

Under Review

- Goudarzi, K., **Ahmadi, A.**, Andrevski, G. From protection to adjustment: How rival repositioning alters competitive action repertoires. Accepted at the *Journal of Business Research*
- Andrevski, G., **Ahmadi, A.**, & Miller, D. Competitive Surprise: A Theoretical Framework. Under review at the *Academy of Management Review*

In Preparation

- Pimentel, E., **Ahmadi, A.**, Bel Hadj Ali, S., Ricci, L. Bodies at Work: A Critical Review and Organizing Framework for a Corporeal Approach to Organization Studies. (*Final Edits*) Submitting at *Journal of Management Studies* in January 2026
- **Ahmadi, A.**, Andrevski, G., Miller, D., Le-Breton-Miller, I. Competitive Surprise: An Empirical Analysis. Target Journal: *Academy of Management Journal*. (*Data analysis*).

- **Ahmadi, A.**, Goudarzi, K., How Merger Announcements Shape Investor and Rival Responses: Insights from an AI text analysis. Target Journal: *Academy of Management Journal. (Data analysis)*.

OTHER PROJECTS

- Competitive Surprise: A Multiple Case-Study with Goce Andrevski (*Ethics accepted - Participant Recruitment Stage*)
- Toodaloo!: Team dynamics and driver performance amongst mid-season F1 contract expiry (with Kaylee Somerville)

BOOK CHAPTERS

Ahmadi, A., & Arndt, F. (2022). Dynamic Capabilities and Innovation. in Innovation; Routledge.

Salamzadeh, A., **Ahmadi, A.**, & Safar Kamel, A. (2022). The Context for Business in Iraq. Understanding Contexts of Business in *Western Asia: Land of Bazaars and High-Tech Booms*

Toghraee, M. T., **Ahmadi, A.**, & Salamzadeh, A. (2022). Arts entrepreneurs in an emerging economy. In *Artisan and handicraft entrepreneurs: past, present, and future* (pp. 137-147). Springer International Publishing.

Hosseini, E., Tajpour, M., Salamzadeh, A., & **Ahmadi, A.** (2022). Team performance and the development of Iranian digital start-ups: the mediating role of employee voice. In *Managing human resources in SMEs and start-ups: international challenges and solutions*

TEACHING EXPERIENCE

Instructor , Queen's University Business and Corporate Strategy - COMM 401 1 Section – Fall 2024 - 85 Students - Evaluation: 6.23/7 1 Section – Fall 2025 – 86 Students Developed a platform for AI-powered case method on LiveCases.Org	Fall 2024 & 2025
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Teaching Assistant , Queen's University COMM401 (2022, 2023, 2025) MBAS832(2022,2023,2024) - MBAS883(2023) - MBUS803(2024, 2025) COMM306 (2023, 2024) NBAB 5630 – MBQC 800 (2025) EMBA Queen's/Cornell University	2022 - 2025
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Teaching Workshop Instructor , Queen's University	
Teaching with AI – Interactive AI-powered Case Studies	
- Teaching & Learning in Business PhD course	2025
- Strategy faculty brownbag	2024
- Python Programming with AI for non-tech commerce students	2025

RESEARCH ASSISTANT

Data Analysis	Dec 2021
Cleaned, processed, and analyzed data collected from multiple rounds and years of Capsim simulation	
Data preparation and Analysis	Jan 2023
Prepared and processed data from multiple sources RavenPack, Compustat, and Execucomp for firm-industry level analysis	
Data Collection, Cleaning, and Analysis	Jan 2024
Developed the review method. Collected, screened, and indexed articles, wrote the methods section and method's revision letter	

AWARDS

D.D. Monieson Doctoral Fellowship	Feb 2025
Smith School of Business	
PhD Student Research Excellence Award	April 2025
Smith School of Business	

INDUSTRY EXPERIENCE

Community Builder and Business Analyst	Aug 2019 - Mar 2021
Hamboodgah Crowdfunding, Tehran, Iran	
Community Builder and Business Analyst	May 2018 - Jan 2019
Rata Crowdfunding, Tehran, Iran	
Business Analyst Intern	Jan 2018 - May 2018
ILIA International Consulting, Tehran, Iran	

NON-PROFIT AND VOLUNTEER EXPERIENCE

Judge ICBC, Kingston, Ontario	2023-2025
Founder and Managing Director Sari Astronomy Club Non-Profit NGO for public science communication	Dec 2012 - Nov 2017
Licensee and Organizer TEDx Sari the third city-scale TEDx event in Iran	Mar 2016 - Mar 2018
Speechwriter and Curator TEDx Amirkabir University (May 2019) TEDx Esfahan (Dec 2020, Aug 2019) TEDx HSU (Apr 2018) TEDx University of Tehran (Jul 2022, Feb 2021)	Apr 2018 – Feb 2021

Languages

English IELTS General 8.5/9 – IELTS Academic 8/9	Bilingual – C2
Persian	Native
French	Professional – B1-B2
Turkish	Professional – B2
Azeri	Professional – B2
Arabic	Limited Proficiency - B1