

Hannes Döring

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Education

- 10/2019 – 07/2024 **University of Münster, Münster**
PhD in Accounting (Dr. rer. pol.)
 - Graduation with *summa cum laude*
 - Dissertation title: *Management Control Perspectives on Organizational Change: Evidence on Transformation Measurement, Sustainability Targets, and Objective and Key Results*
 - Focus: Empirical analyses based on US and European firm-level data with regard to firm transformations, sustainability and target setting systems.
- 09/2023 – 01/2024 **University of Washington, Seattle (USA)**
Visiting researcher as part of PhD research project
- 10/2017 – 09/2019 **University of Cologne, Cologne**
M.Sc. in Business Administration, Accounting and Taxation
 - Final grade: 1.3
 - Thesis title: *Suitability of Machine Learning in the Context of Cash Collection*, in cooperation with Bayer AG
 - Focus: Controlling, International Accounting
- 08/2018 – 12/2018 **University of British Columbia, Vancouver (Canada)**
Visiting student in MBA program as part of Master's studies
- 10/2012 – 08/2016 **University of Tübingen, Tübingen**
B.Sc. in International Business Administration
 - Final grade: 1.5
 - Thesis title: *Abwicklung und Restrukturierung von Banken: Instrumente der Abwicklung von Banken*
 - Focus: Banking and Finance, International Business
- 08/2014 – 12/2014 **Universidad de Monterrey, Monterrey (Mexico)**
Visiting student as part of Bachelor's studies
- 08/2002 – 06/2011 **Johann-Rist-Gymnasium, Wedel**
Abitur
 - Final grade: 1.7

Experience

- 10/2019 – 09/2024 **University of Münster, Münster**
Teaching Associate at the Institute of Management Accounting and Control
 - Teaching and administering courses on Master's level on the topics of performance management, incentive systems, financial management and entrepreneurship
 - Supervising empirical Bachelor's and Master's theses
 - Developing structures, processes and courses for the newly incorporated institute as one of its first employees
 - Operative responsibility for selecting and developing student assistants
- 03/2017 – 07/2017 **TRUMPF Financial Services GmbH, Ditzingen**
Intern in Risk Management
 - Risk assessments for granting and extending loans and leasing contracts for European SMEs
 - Support in implementing various projects with regard to banking reporting requirements

- 09/2016 – 02/2017 **TRUMPF Laser- und Systemtechnik GmbH, Ditzingen**
 Intern in Business Segment Controlling
- Preparation and analysis of monthly financial reports submitted by various business units
 - Conceptualization and implementation of a unified reporting system for finished goods within the business segment.
 - Supporting accounts receivable management in one of the business units
- 12/2015 – 02/2016 **Robert Bosch GmbH, Gerlingen**
 Intern in Group Accounting
- Generation of various financial reports on the corporate group level
 - Preparation of key financial indicators for assessments in the process of the group's account consolidation

Publications

- Döring, Hannes (2024): Management Control Perspectives on Organizational Change: Evidence from Transformation Measurement, Sustainability Targets, and Objectives and Key Results, *Inauguraldissertation*, Münster.
- Artz, Martin and Döring, Hannes (2023): OKRs im Deutschen Mittelstand, *Controlling & Management Review*, 67(1), pp. 18-24.
- Artz, Martin and Döring, Hannes (2021): Exploiting Data from Field Experiments, In: Homburg, C., Klarmann, M., and Vomberg, A. (Eds.), *Handbook of Market Research*, pp. 821–856.

Qualifications and Interests

Teaching	Teaching in the MBA programs at the <i>Centrum für Unternehmensrechnung</i> and the <i>University of Münster Professional School</i> with focus on the topics of financial management, performance management and organizational design
Languages	German (native), English (C1), Spanish (B2)
Software	MS Office, Stata, R
Interests	Road biking, hiking, photography