

## Helge Klapper

### Address

Department of Technology and Operations Management  
RSM - Rotterdam School of Management  
Erasmus University Rotterdam  
PO Box 1738  
3000 DR Rotterdam, The Netherlands

### Contact Details

klapper@rsm.nl  
T: +31 10 4082694  
<https://www.helgeklapper.org/>

### Academic Position

2017 -	Assistant Professor of Innovation Management	RSM - Rotterdam School of Management
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### Education

2012- 2016	PhD in Business Administration (Management) Dissertation title: "Organizational Decision-Making" Supervisor: Markus Reitzig	University of Vienna / Austria
2015	Visiting Scholar	University of Michigan
2011-2012	Research Associate	Technical University of Dresden / Germany
2011	Diplom-Wirtschaftsingenieur (M.Sc) (Master of Engineering)	Technical University of Dresden / Germany
2008	Vordiplom Wirtschaftsingenieur (B.Sc.)	Technical University of Dresden / Germany

### Research Interests

Strategy and organizational decision making, aggregation and micro-foundations of strategy, new forms of organizing

### Publications

Alexy O., West J., Klapper H., Reitzig M. *Surrendering Control to Gain Advantage: Reconciling Openness and the Resource-based View of the Firm*. (Strategic Management Journal, 2018)

Klapper H., Reitzig M. *On the effects of authority on peer motivation: Learning from Wikipedia*. (Strategic Management Journal, 2018)

### Papers under review

Klapper H., Vetter M., Henkel J., Piezunka H. Open Source Acquisitions (invited revision at Strategic Management Journal)

Klapper H., Maciejovsky B., Puranam P., Reitzig M. A model of decision-making in hierarchies. (invited revision at Strategic Management Journal)

Klapper H., Dahlander L., Piezunka, H., Strategic Peer Evaluations. (invited revision at Organization Science)

Richter V., Janjic R., Klapper H., Keck S., Reitzig M. Managing Search in Organizations: The Effect of Authority on Subordinate Search Behavior (invited revision at Strategic Management Journal)

Lego T., Klapper H., Reitzig M., *A model of coalition formation in organizations* (under review at Administrative Science Quarterly)

## **Working Papers**

Klapper H., Maciejovsky B., Puranam P., Reitzig M. *Information aggregation and social influence.*

Maciejovsky B., Klapper H., Puranam P., Reitzig M. *Are we using information strategically in group decision-making? An experimental study.*

Klapper H., Madiedo J. *Organizational Learning from Near Misses*

## **Teaching Experience**

*Rotterdam School of Management*

Lecturer for Disruptive Innovations (Innovation Management) (Master Level) (2017-)

Overall Evaluation: 4.2 out 5 (1 worst - 5 best)

Lecturer for Innovation Projects and Teams (2017-2019)

Overall Evaluation: 4.1 out 5 (1 worst - 5 best)

Lecturer for Strategy of Innovation (2020-)

Overall Evaluation: 4.9 out 5 (1 worst - 5 best)

- RSM Innovative Teaching Award 2020

Lecturer for Innovation Management (2020-)

Overall Evaluation: 6.7 out 7 (1 worst - 7 best)

Executive Programs on (Digital) Innovation

Overall Evaluation: 8.8 out 10 (1 worst - 10 best)

*University of Vienna*

Teaching assistant for Business Strategy (Fall 2012 – Fall 2015)

Teaching assistant for Strategic Innovation (Fall 2013)

Lecturer for Experimental Methods in Organizational Design I (Spring 2013 – Spring 2016)

Overall Evaluation: 1.8 out 5 (1 best - 5 worst)

Lecturer for Experimental Methods in Organizational Design II (Fall 2013 – Spring 2016)

Overall Evaluation: 1.4 out 5 (1 best - 5 worst)

## **Membership**

Academy of Management

Organizational Design Community

Strategic Management Society

## **Ad Hoc Reviewer**

Organizations Science, Management Science, Strategic Management Journal, Administrative Science Quarterly, Strategy Science, Research Policy, Strategy Science, Journal of Management Studies, California Management Review, Industrial and Corporate Change, Journal of Business Research, Strategic Organization, Technovation

## Scholarships and Awards

2011	Research Scholarship	Fulbright-Commission (Declined)
2008-2010	Study Scholarship	Schmalenbach-Society
2006-2011	Academic Scholarship	Studienstiftung des dt. Volkes (German National Merit Foundation)
2015	Research Scholarship	University of Vienna (2,500 Euro)

## Conferences and Invited Presentations

### OSS Acquisitions

- Strategic Management Society, 2022
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2022
- Munich Summer Institute, Munich, 2022

### Formation and Stability of Organizations

- Strategic Management Society, 2021
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2022

### Managing Search in Organizations

- University of Zurich, 2020

### Strategic peer evaluations

- Rotterdam School of Management, 2018
- Munich Summer Institute, Munich, 2019
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2019
- EPFL Lausanne, 2022
- UCL London, 2022

### Organizational Learning from Near Misses

- Theory of Organizational Models Workshop, INSEAD, 2016

### Strategic information sharing and mutual influence

- Theory of Organizational Models Workshop, Boston, 2016
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2017
- Ludwig Maximilian University of Munich, 2019
- ESMT, 2020

### Strategic decision-making in hierarchies

- Academy of Management Annual Meetings, 2014 (Pennsylvania, USA, 2014)
- DRUID Academy, 2015 (Aalborg, Denmark, 2015)
- Theory of Organizational Models Workshop, Venice, 2015
- The Vienna Conference on Strategy, Organizational Design, and Innovation, 2015

### Information exchange in organizational decision making

- University of Anahuac, Mexico, 2015
- UC Riverside, USA, 2015
- Rotterdam School of Management, 2016,
- Tilburg University, 2016
- Ludwig-Maximilians-Universität München, 2016