|  |  |
| --- | --- |
| **[LEONHARD GRABE](https://leonhardgrabe.github.io/projects/)** | **August 7, 2025** |

|  |  |  |
| --- | --- | --- |
| CONTACT INFORMATION | Seminar for Personnel Economics, University of Cologne  SSC, Room 3.203, Universitätsstraße 22a, 50923 Cologne, Germany  grabe@wiso.uni-koeln.de  +49 228 470 8868  leonhardgrabe.github.io | |
|  |  | |
| RESEARCH INTERESTS | Personnel Economics, Management Accounting | |
|  |  | |
| ACADEMIC POSITIONS | **Research Associate (10/2020 – 12/2025)**  Seminar for Personnel Economics  University of Cologne, Germany  Visiting Researcher (09/2025 – 11/2025)  Department of Accounting  NUS Business School, Singapore  Visiting Researcher (02/2024 – 04/2024)  Department of Public Finance  University of Innsbruck, Austria | |
| EDUCATION | **PhD in Personnel Economics (10/2020 – 12/2025)**  University of Cologne, Germany  1st supervisor: Dirk Sliwka, 2nd supervisor: Timo Vogelsang  Summer School for Data Science, Barcelona School of Economics (07/2025)  IMPRS Summer School, MPI Bonn (06/2023)  **M.Sc. in Organizational Psychology (04/2017 – 05/2020)**  Bonn-Rhein-Sieg University of Applied Sciences, Germany  **B.Sc in Organizational Psychology (10/2014 – 03/2017)**  Bonn-Rhein-Sieg University of Applied Sciences, Germany | |
| RESEARCH | **Managing Skills in Organizations: Evidence from a Field Experiment [**[**Link**](https://docs.iza.org/dp17727.pdf)**]** with D. Sliwka *(under review)*  **Shaping Habits in Organizations: A Field Experiment [**[**Link**](https://drive.google.com/file/d/1z4k0fqelfuM7RJMjnnwH-2mEgP_GxtKj/view?usp=sharing)**]**  with D. Sliwka and S. Opitz *(under review)*  **Substitutes or Complements? A Firm-Level RCT on the Interplay of Technology and Leadership Contact for Employee Training**  with D. Sliwka and A. Burmeister (*draft available upon request*)  **Errors, Consequences, and Employee Performance: Evidence from the Field**  solo-authored (*draft available upon request*)  **Gamified Learning and Monetary Incentives – A Field Experiment**  with S. Luebke and D. Sliwka (*analysis stage*)  **How does Job Experience Impact Career Choices? – Evidence from Law Clerks**  with M. Heinz, J. Rottmann, and H. Schumacher (*Data collection on-going*) | |
| PRESENTATIONS | **Conference Presentations**  2025- EAA Doctoral Colloquium, EAA Conference, WHU ACMAR, MAS Mid-Year Meeting, Colloquium for Personnel Economics  2024 - ENEAR Conference, CESIfo Summer Institute on Reskilling in Firms, Academy of Management Conference  2023 - Advances in Field Experiments, Field Days: Experiments Outside the Laboratory, SIOE Annual Meeting  **Seminar Presentations**  2025 – OrgEcon PhD Seminar (LMU Munich), Accounting Brown Bag (NUS Business School)  2024 – Institute for Accounting and Control (LMU Munich), Department of Public Finance (Uni Innsbruck), Behavioral Management Science Seminar (Uni Cologne) | |
|  |  | |
| GRANTS & AWARDS | C-SEB Visitor Program, Uni Cologne (3,000€)  DAAD Travel Scholarship (2,015€)  C-SEB Junior Start-Up Grant, Uni Cologne (5,200€)  ECONtribute Research Grant, Uni Cologne (~250.000€)  Selten-Seeding Grant, Reinhard Selten Institute (1,500€)  PhD Scholarship, Cologne Graduate School (~50.000€)  Best Paper Award, NeuroPsychoEconomics Conference (500€) |  |
|  |  | |
| TEACHING & SUPERVISION | **Teaching Assistant**  CEMS Master in Management: Business Projects (2025)  Business Projects in Corporate Development, Uni Cologne (2023, 2024, 2025)  Strategic Human Resource Management, Uni Cologne (2022, 2025)  Master Seminar in Personnel Economics, Uni Cologne (2022)  Bachelor Seminar Corporate Development, Uni Cologne (2021)  **External Lecturer**  Occupational Choice, Bonn-Rhein-Sieg University of Applied Sciences (2025)  **Thesis supervision**  16x Bachelor Theses, 10x Master Thesis | |
|  |  | |
| PROFESSIONAL SERVICE | Speaker of the PhD Cohort (2021), PhD Representative at the Examination Board (2021-2022), First-Gen Student Mentor (2020-2024) | |