

DOMINIKA KINGA RANDLE

Harvard Business School - Boston, MA - drandle@hbs.edu - 917-770-7819

EDUCATION

Harvard Business School and Harvard John A. Paulson School of Engineering and Applied Sciences

Ph.D. Organizational Behavior and Data Science

Boston, MA

expected May 2024

Committee: Prof. Gary Pisano (Chair), Prof. Feng Zhu, Prof. Peter Marsden

Research Interests: Firm Innovation, Knowledge Strategy, Capability Strategy, Modern World of Work

Teaching Interests: Strategy, Innovation, Entrepreneurship, Organizational Behavior, Quantitative Methods, Modern World of Work

Harvard University

M.A. Sociology

Cambridge, MA

May 2022

Harvard University

A.B. Economics, Minor: Government (International Relations), Language Citation: German

Cambridge, MA

May 2016

PUBLICATIONS

Randle, D.K., and Zhang L. 2023. How do status asymmetries among teammates affect judges' assessments of individuals' award-worthiness? *Organization Science* (Provisional Acceptance).

Randle, D.K., and Pisano, G.P. 2023. Diversification as an Adaptive Learning Process: An Empirical Study of General-Purpose and Market-Specific Technological Know-How in New Market Entry. *Industrial Corporate Change*, Forthcoming.

Randle, D.K., and Pisano, G.P. 2021. The Evolutionary Nature of Breakthrough Innovation: An Empirical Investigation of Firm Search Strategies. *Strategy Science*, 6(4): 265-445.

WORKING PAPERS

Randle, D.K. Application Knowledge in Breakthrough Innovation (*Job Market Paper*)

Randle, D.K. Market Applicability of Firms' Technological Assets and Propensity for Breakthrough Development

Randle, D.K. Diversifier's Entry as a Catalyst for Incumbent Firms' Exploratory Innovation Efforts

RESEARCH IN PROGRESS

Randle, D.K. Market Applicability of Firms' Technological Assets and the Efficiency of R&D Efforts

Randle, D.K. Firms' Application Knowledge Searches and the Efficiency of R&D Efforts

Randle, D.K. Effectiveness of Virtual Reality Training on Managers' Feedback-Giving Skills

Randle, D.K. Employee-Organization Relationships in Temporally Uncertain Careers: Exploiting Explorers and Exploring Exploiters

Randle, D.K. Bringing the Individual Back In: The Influence of Identity and Passion on High-Skilled Labor Force Entrants' Job Preferences

CASES

Hall, Brian J., Whillans, A., Heniford, D., **Randle, D.K.**, and Witten, C. 2022. Innovation at Moog Inc. *Harvard Business School Case* 922-040.

ACCEPTED AND INVITED PRESENTATIONS

Application Knowledge in Breakthrough Innovation

- Consortium on Competitiveness and Cooperation (2023)
- Harvard Business School Work, Organizations, and Markets Workshop (2023)

Diversifier's Entry as a Catalyst for Incumbent Firms' Exploratory Innovation Efforts

- Academy of Management, Annual Meeting (2023)

The Evolutionary Nature of Breakthrough Innovation: Re-Evaluating the Exploration vs. Exploitation Dichotomy

- American Sociological Association, Annual Meeting (2021)
- Academy of Management, Annual Meeting (2021)
- Strategic Management Society, 41st Annual Conference (2021)
- British Academy of Management, 2nd Early Career Researchers Conference – SIIB2022 (2022)

Technological Capabilities in Organizational Innovation

- American Sociological Association, Annual Meeting (2022)
- Academy of Management, Annual Meeting (2022)
- Strategy Science, Conference (2022)

Star Teammates - an Aid or a Hindrance?

- American Sociological Association, Annual Meeting (2021)
- Academy of Management, Annual Meeting (2021)
- Strategic Management Society, 41st Annual Conference (2021)
- Eastern Sociological Society, Annual Meeting (2022)

Bringing the Individual Back In: The Influence of Identity and Passion on High-Skilled Labor Force Entrants' Job Preferences

- American Sociological Association, Annual Meeting (2021)
- Eastern Sociological Society, Annual Meeting (2022)

Effects of 'Passion Toward Work' as a Guide for Highly Skilled Labor Force Entrants' Career Decisions

- American Sociological Association, Annual Meeting (2022)

Employee Organization Relationships as Pathways toward Organizational Ambidexterity

- Harvard Business School Work, Organizations, and Markets Workshop (2020)
- Harvard Sociology Qualifying Paper Seminar, Cambridge (2020)
- American Sociological Association, Annual Meeting (2021)
- European Sociological Association, Annual Meeting (2021)
- Harvard Business School, Rising Scholars Conference (2021)
- Eastern Sociological Society, Annual Meeting (2022)

TEACHING AND ADVISING

Driving Profitable Growth (Harvard Business School - MBA class) Boston, MA
Teaching Fellow to Prof. Gary Pisano

Sociology 1112: Men, Women, and Work (Harvard University - Undergraduate class) Cambridge, MA
Teaching Fellow to Prof. Mary Brinton

Program for Research in Markets & Organizations (Harvard Business School - Student research program) Boston, MA
Tutor

Motivation and Incentives (Harvard Business School - MBA class) Boston, MA
Case writer about organizational culture's impact on innovation (with Prof. Brian Hall and Prof. Ashley Whillans)

Harvard Business School Organizational Behavior Unit Boston, MA
Online Learning Facilitator

SERVICE AND MENTORING

Academy of Management <i>Moderator for Session on Innovation and Competitive Strategy Track: Market Competition & Competitive Strategy</i>	Boston, MA Aug 2023
Harvard Smart Woman Securities Mentorship Program <i>Mentor to female college students interested in business and academic careers</i>	Cambridge, MA Feb 2022 – present
Harvard University Language Exchange <i>Mentor to international and exchange students</i>	Cambridge, MA Sep 2021 – present
Harvard University Sociology Department PhD Student Buddy Program <i>Mentor to early-stage PhD students</i>	Cambridge, MA Aug 2021 – present
Harvard University Sociology Department <i>Committee on Higher Degrees, Student Representative</i>	Cambridge, MA Jun 2021 – present
Women in Business Academia – Lean In Circle <i>Founder and President</i>	Boston, MA Jan 2021 – present
Economic Sociology Seminar <i>Graduate Student Coordinator</i>	Boston, MA Aug 2019 – present
Graduate School of Arts and Sciences, Graduate Student Council <i>At-Large-Representative for Social Sciences, Executive Board Member</i>	Cambridge, MA Apr 2022 – Jan 2023
Graduate Student Organization <i>Representative for Organizational Behavior</i>	Cambridge, MA May 2021 – Jan 2023
Graduate Student Organization <i>Representative for Sociology</i>	Cambridge, MA May 2021 – Jan 2023
Graduate School of Arts and Sciences, Graduate Student Council <i>At-Large-Representative for Interdisciplinary Programs, Executive Board Member</i>	Cambridge, MA Apr 2021 – Jan 2023
American Sociological Association, Annual Meeting <i>Table Presider for Section on Organizations, Occupations, and Work Roundtables, Table: Gender and Work</i>	Virtual Aug 2021
National Collegiate Research Conference <i>Judge</i>	Boston, MA Jan 2020; 2021
2021 Scholarship & Social Justice Undergraduate Research Conference <i>Judge</i>	Boston, MA Feb 2021
DWELL: HBS doctoral, MBA, and joint-degree students community building initiative <i>Community Engagement Lead</i>	Boston, MA Aug 2019 – Jan 2020

HONORS AND AWARDS

Harvard Graduate School of Arts and Sciences Dissertation Completion Fellowship <i>(Recipient)</i>
SurveyCTO Data Collection Research Grant <i>(Honorable mention)</i>
Harvard Graduate School of Arts and Sciences Professional Development Fund <i>(Recipient)</i>
Harvard Graduate School of Arts and Sciences Conference and Professional Development Grant <i>(Recipient)</i>
Harvard Graduate School of Arts and Sciences Summer Research Grant <i>(Recipient)</i>
Harvard Graduate School of Arts and Sciences Summer Predissertation Fellowship <i>(Recipient)</i>

Paul Anthony Hines Memorial Scholarship (*Recipient*)

David Rockefeller International Experience Fund Grant (*Recipient*)

OTHER PROFESSIONAL EXPERIENCE

McKinsey & Company
Management Consultant

New York, NY
Aug 2016 – Aug 2018

McKinsey & Company
Intern Management Consultant

Berlin & Munich, Germany; Helsinki, Finland
Jun 2015 – Aug 2015

Deutsche Telekom AG, T-Systems
Intern in Strategy Division, reporting to the Head of Strategy Excellence

Stuttgart, Germany
Jun 2014 – Aug 2014

Fab.com, Designed By You
Intern in Operations and Accounting Divisions, reporting to the CEO and COO

Berlin & Hamburg, Germany
May 2013 – Aug 2013

LANGUAGES

Languages: Polish - Native, English - Fluent, German - Fluent, French - Beginner

REFERENCES

Prof. Gary Pisano (Chair)
Harvard Business School
617-495-6562 – gpisano@hbs.edu

Prof. Feng Zhu
Harvard Business School
617-496-6979 – fzhu@hbs.edu

Prof. Peter Marsden
Harvard University – Sociology
617-495-3823 – peter_marsden@harvard.edu

Prof. Letian Zhang
Harvard Business School
617-495-3480 – lzhang@hbs.edu