

January 2019

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Harvard Business School
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EDUCATION

Massachusetts Institute of Technology, Cambridge, Massachusetts

Degree: Ph.D., January 1976
Major: Organization Studies: The Management of Innovation;
Thomas J. Allen, thesis chairman
Minors: Behavioral Science, Political Science
Thesis Committee: Ralph Katz, Paul Lawrence, Edgar Schein
Dissertation: Communications in Research and Development Organizations:
An Information Processing Perspective.

Cornell University, Ithaca, New York

Degree: M.S., June 1972
Major: Organizational Behavior; Ned Rosen, thesis chairman
Minors: Organization Change, Managing Innovation
Thesis Committee: William Foote Whyte, Leopold Gruenfeld
Thesis: Organization Change: An Exploratory Study and Case History

Northeastern University, Boston, Massachusetts

Degree: B.S. in Electrical Engineering (honors), June, 1970

EMPLOYMENT

2018-present	Baker Foundation Professor, Paul R. Lawrence, MBA Class of 1942 Professor Emeritus Charles B. (Tex) Thornton Chair of the Advanced Management Program
1999 - 2018	Paul R. Lawrence, MBA Class of 1942 Professor of Business Administration, Graduate School of Business, Harvard University.
2014- present	Faculty Member, Harvard Graduate School of Education
2011	Visiting Scholar, INSEAD, Fontainebleau, France.
2010-2011	Visiting Professor, Bocconi University, Milan, Italy

1998	Professor of Management, Graduate School of Business, Harvard University
1989 - 1998	Phillip Hettleman Professor of Management, Graduate School of Business, Columbia University.
1996	Visiting Professor of Management, Sloan School of Management, MIT.
1995 - 1998	Visiting Professor of Management, INSEAD, Fontainebleau, France.
1985 - 1998	Professor of Management, Graduate School of Business, Columbia University.
1982 - 1983	Visiting Associate Professor, Sloan School of Management, MIT, Cambridge, Massachusetts.
1976 - 1985	Assistant and Associate Professor of Business, Graduate School of Business, Columbia University.

ACADEMIC HONORS

The Robert F. Greenhill Award, 2017-2018

Career Achievement Award for Major Contributions to the Theory and Practice of Technology Management, Tusher Center for Management of Intellectual Capital, University of California, Berkeley, 2017

Distinguished Scholar, Organization Development & Change (ODC) Division of the Academy of Management, 2016

Foundational Scholar, Knowledge and Innovation Group, Strategic Management Society (SMS), 2014

Lifetime Achievement Award from the American Society for Training and Development (ASTD), 2014

Academy of Management's Career Achievement Award for Distinguished Scholarly Contributions to Management, 2013

Academy of Management Review Decade Award for, "Exploitation, Exploration and Process Management: The Productivity Dilemma Revisited" (with Mary J. Benner), 2013

Apgar Award for Innovation in Teaching, 2013

The Sumantra Ghoshal Award for Rigour & Relevance in the Study of Management, London Business School 2011.

Distinguished Speaker, INFORMS Technology Management Section, November 2010.

Accenture Award for best paper in California Management Review, 2010

Honorary Doctorate, Faculte des sciences economiques et sociales, University of Geneva, Geneva Switzerland, May 2008

Chalmers University of Technology (Sweden), CHAMPS Lecturer of the Year, 2005

Academy of Management Review's Best Paper Award (with Mary Benner), August 2004

Distinguished Scholar, Organization and Management Theory Division, Academy of Management, 2003

Academy of Management's Journals Hall of Fame; Charter Member, 2000

Paul R. Lawrence, MBA Class of 1942 Professor of Management, Harvard University, 1999.

Distinguished Scholar, Technology and Innovation Management Division, Academy of Management, 1999

Schrader Award, Best Paper, Technology and Innovation Management Division, Academy of Management, 1998.

Andersen Consulting Award, California Management Review, 1997

Elected Fellow, Academy of Management, 1996

Center for Innovation Management Studies Award (CIMS) for Most Impactful Research in Innovation Management between 1987-1992

Phillip Hettleman Professor of Management, Columbia University, 1990

Pacific Telesis Foundation Award, California Management Review, 1988

William H. Newman Award for Excellence and Innovation in Teaching for revitalizing "Managerial Behavior in Organizations" (B6012), Columbia Business School, 1982.

Sigma Xi; National Scientific Research Society, MIT

Phi Kappa Phi; National Interdisciplinary Honor Society, Cornell

Tau Beta Pi; All Engineering Honor Society, Northeastern

Eta Kappa Nu; Electrical Engineering Honor Society, Northeastern

Summer Fellow; 1974, Center for Creative Leadership, Greensboro, N.C.

Whitney Fellowship, MIT (1972-1975)

Hayden Fellowship, Northeastern (1966-1970)

PUBLICATIONS

A. Books

Lead and Disrupt: How to Solve the Innovator's Dilemma. Palo Alto, Ca., Stanford University Press, 2016 (with Charles O'Reilly).

Leading Sustainable Change: An Organizational Perspective. Oxford University Press, 2015, (with R. Henderson and R. Gulati)

Managing Strategic Innovation and Change: A Collection of Readings. New York: Oxford University Press, 2nd edition, 2004 (with P. Anderson).

Winning Through Innovation: A Practical Guide to Leading Organizational Change and Renewal. Boston, Mass.: Harvard Business School Press, 1997 (with C. O'Reilly), re-issued 2002.

Competing by Design: The Power of Organizational Architectures. New York: Oxford University Press, 1998 (with D. Nadler).

Navigating Change: How CEO's, Top Teams and Boards Steer Transformations. Boston, Mass.: Harvard Business School Press, 1998 (with D. Hambrick and D. Nadler).

Managing Strategic Innovation and Change: A Collection of Readings. New York: Oxford University Press, 1997 (with P. Anderson).

The Management of Organizations. New York: Harper & Row, 1989 (with C. O'Reilly and D. Nadler).

Strategic Organization Design. Glenview, Ill.: Scott Foresman, 1988 (with D. Nadler).

Readings on Managing Innovation. Boston, Mass: Pitman Press, 1982 (with W. Moore).

_____. 2nd Edition. Cambridge, MA: Ballinger, 1988.

Approaches to Managing Organizational Behavior: Models, Cases and Readings. Boston, Mass: Little, Brown & Co., 1980 (with D. Nadler and N. Hatvany).

Organizational Change: An Exploratory Study and Case History. Ithaca, NY: New York State School of Industrial and Labor Relations, Cornell University, 1974.

B. Articles

Effective Operational Management in the Cardiac Catheterization Laboratory, Journal of the American College of Cardiology 72, no. 20 (November 20, 2018): 2507–2517 (with Reed, Grant W. and Samir R. Kapadia).

Innovation Streams and Executive Leadership, 2017, Research-Technology Management, 1-6.

Firms, Crowds, and Innovation (with T. Felin and K. Lakhani), 2017, Strategic Organization, 15, 2, 119-140.

Paul R. Lawrence: A Career of Rigor, Relevance, and Passion. 2017, in D.B. Szabla, W.A. Pasmore, M.A. Barnes and A.N. Gipson (eds), The Palgrave Handbook of Organizational Change Thinkers, Springer International Publishing.

Platforms, Open/User Innovation, and Ecosystems: A Strategic Leadership Perspective (with Elizabeth Altman), 2017, in Silverman, B., J. Furman, A. Gawer, and S. Stern (eds), Entrepreneurship, Innovation, and Platforms, Advances in Strategic Management, 37, 177-207.

Getting Started with Ambidexterity (with Andy Binns), 2017, in J. Qiu, B. Luo, C. Jackson, and K. Sanders (eds), Advancing Organizational Theory in a Complex World, Routledge, London, 60-73.

Growing New Corporate Businesses: From Initiation to Graduation (with S. Raisch), 2016, Organization Science, 27,5, 1237-1257.

“Both/And” Leadership, 2016, (with Wendy Smith and Marianne Lewis), Harvard Business Review, May 2016.

The Challenges of Ambidextrous Leadership (with Jim Euchner). 2015, Research-Technology Management, Vol 58, 3, 16-58. Industrial Research Institute.

Reflections on the 2013 Decade Award: “Exploitation, Exploration, and Process Management: The Productivity Dilemma Revisited” ten years later (with Mary Benner), 2015, Academy of Management Review, 40,4, 497-514.

Innovating Without Information Constraints: Organization, Communities, and Innovation when Information Costs Approach Zero. In C. Shalley & M. Hitt & J. Zhou (Eds.), 2015, Oxford Handbook of Creativity, Innovation, and Entrepreneurship. (with Altman, E. J., Nagle, F.) Oxford, UK: Oxford University Press, 353-379.

Leading Proactive Punctuated Change, in Leading Sustainable Change: An Organizational Perspective. 2015, Oxford University Press, (with R. Henderson and R. Gulati) (with C. O’Reilly and B. Harreld).

Art of Strategic Renewal: Transforming Organizations Without a Crisis (with A. Binns, B. Harreld, and C. O’Reilly), 2014, Sloan Management Review, 55, 21-24

Leadership, Innovation, and Strategic Change: A Conversation with Michael Tushman, 2015, Journal of Management Inquiry, 1-12, with S. Seong, Y. Kim, and G. Szulanski.

The Ambidextrous Leader; Leadership Tips for Today to Stay in the Game Tomorrow. 2014, IESE Insight, 23, 31-38.

Organizational Ambidexterity: Past, Present, and Future (with C. O’Reilly), 2013, Academy of Management Perspectives, 27: 324-338.

Discretion Within the Constraints of Opportunity: Gender Homophily and Structure in a Formal Organization (with Adam Kleinbaum and Toby Stuart), Organization Science, 2013, 24, 5, 1316-1336.

Open Innovation and Organizational Boundaries: The Impact of Task Decomposition and Knowledge Distribution on the Locus of Innovation,(with

Karim Lakhani and H. Lifshitz-Assaf), 2013, in A. Grandori (ed), Handbook of Economic Organization: Integrating Economic and Organizational Theory. Northampton, Ma. Edward Elgar Publishing, 355-382.

Technology and Innovation Management (with Altman, Elizabeth and Frank Nagle, Frank); In Oxford Bibliographies Online: Management. Ed. Ricky Griffin. New York: Oxford University Press, 2013.

Open Innovation and Organizational Design (with Lakhani and Lifshitz-Assaf), 2012, in Special Issue on the Future of Organizational Design, Journal of Organizational Design, 1,1, 24-27.

Meta-Organization Design: Rethinking Design in Interorganizational and Community Contexts (with R. Gulati and P. Puranam), 2012, Strategic Management Journal, 33,6, 571-586,

Ambidextrous Leadership: Emerging Challenges for Business and HR Leaders, (with G. Probst and S. Raisch), 2011, Organizational Dynamics, 40, 326-334.

Organizational Sustainability: Organization Design and Senior Leadership to Enable Strategic Paradox, (with W. Smith and M. Lewis), in Cameron, K. and G. Spreitzer (eds), 2011, Handbook on Positive Organizational Psychology, Oxford University Press, 798-810.

Organizational Ambidexterity in Action: How Managers Explore and Exploit, (with C. O'Reilly), 2011, California Management Review, 53, 4,5-22.

The Ambidextrous CEO, (with Wendy Smith, and Andy Binns), Harvard Business Review. 89, no. 6 (June 2011): 74-80.

On Knowing and Doing: A Perspective on the Synergies between Research and Practice, in Lawler, E. and S. Mohrman, 2011, Useful Research: Advancing Theory and Practice, Berrett-Koehler Publishers, San Francisco, pp-169-189

Management in Times of Economic Crisis: Insights into Organizational Ambidexterity (with A. Schmitt and G. Probst), 2010, Management, 13 (3), 128-150.

Complex Business Models: Managing Strategic Paradoxes Simultaneously (with W. Smith and A. Binns), 2010, Long Range Planning, 43, 2, 448-461

Exploration and Exploitation within and across Organizations (with Dovev Lavie and Uriel Stettner), 2010, Academy of Management Annals, 4, 1, 109-155.

Organizational Designs and Innovation Streams. Streams (with W. Smith, G. Westerman, R.C. Wood, and C. O'Reilly), October 2010, Industrial and Corporate Change 19, 5, 1331-1366.

Crossing Boundaries to Increase Relevance in Organizational Research, (with Polzer, Gulati, and Khurana) 2009, Journal of Management Inquiry, 18, 4, 280-286.

Organizational Ambidexterity: IBM and Emerging Business Opportunities, (with O'Reilly and Harreld), Summer 2009 California Management Review, 75-99.

Organizational Ambidexterity: Balancing Exploitation and Exploration for Sustained Performance, (with S. Raisch and G. Probst), 2009. Organization Science, 4, 685-695.

Perspectives on the productivity dilemma (with Paul Adler et al), 2009, Journal of Operations Management, 27, 99-113.

Managing Corporate Social Networks, HBS Centennial Issue. Harvard Business Review 86, nos. 7/8 (July - August 2008) with Adam Kleinbaum.

Ambidexterity as a Dynamic Capability: Resolving the Innovator's Dilemma, (with C. O'Reilly), 2008, Research in Organizational Behavior. 28, 185-206. JAI Press. Greenwich, Ct.

Building Corporate Bridges: Social Networks, Strategic Interdependence, and Interdependent Innovation, (with Adam Kleinbaum), 2007, Strategic Entrepreneurship Journal, 1, 103-122.

Research and Relevance: The Implications of Pasteur's Quadrant for Doctoral Programs and Faculty Development (with C. O'Reilly), 2007, Academy of Management Journal, 50, 4: 769-774.

"Relevance and Rigor: Executive Education as a Lever in Shaping Practice and Research", (with A. Fenollosa, A. Kleinbaum, C. O'Reilly, and D. McGrath), 2007, Academy of Management Learning and Education, 6, 3: 345-362

On the Co-Evolution of Knowing and Doing: A Personal Perspective on the Synergies between Research and Practice", 2007, Journal of Management Inquiry, 16, 2: 132-138.

Dynamic Capabilities at IBM: Driving Strategy into Action" (with B. Harreld and C. O'Reilly), 2007. California Management Review, 19, 4: 1-23.

Process Management, Technological Innovation, and Organizational Adaptation" (with Mary Benner), 2007, Chapter 15, pp. 317-326, in V. Grover and ML Markus (ed). Advances in Management Information Systems; Business Process Transformation. ME Sharpe, Irvine, Ca.

Managing Strategic Contradictions: A Top Management Team Model for Simultaneously Exploring and Exploiting", (with Wendy Smith), 2005 Organization Science, 16, 5: 522-536.

"From Engineering Management/R&D Management to the Management of Innovation, to Exploiting and Exploring over Value Nets: 50 years of Research Initiated by IEEE-TEM", November 2004, IEEE Transactions on Engineering Management, 51, 4: 409-411.

"The Ambidextrous Organization" (with C. O'Reilly), 2004, Harvard Business Review, 82, 4: 74-81.

"Process Management and Technological Innovation: A Longitudinal Study of the Photography and Paint Industries" (with M. Benner), 2002, Administrative Science Quarterly, 47, 4: 676-706.

"Exploitation, Exploration, and Process Management: The Productivity Dilemma Revisited" (with M. Benner), 2003, Academy of Management Review, 28, 2: 238-256. [Awarded best paper in AMR, August 2004].

"A Structural Approach To Assessing Innovation: Construct Development of Innovation Types and Characteristics and Their Organizational Effects" (with H. Gatignon, W. Smith, and P. Anderson), 2002, Management Science, 48, 9: 1103-1122.

"Modularity, Markets, and Services Innovation" (with G. Westerman), 2003, in Managing in the Modular Age: Architectures, Networks, and Organizations, edited by R. Garud, A. Kumaraswamy and R. Langlois. Blackwell Publishers

"Organizational Technology" (with W. Smith), 2002, in J. Baum (ed), Companion to Organizations. New York, Blackwell Publishers, 386-414.

"Organizational Environments and Industry Exit: the Effects of Uncertainty, Munificence and Complexity" (with P. Anderson), 2001, Industrial and Corporate Change, 10, 3: 675- 711.

"Introduction to Special Topic Forum on Time and Organizational Research". (with D. Ancona, P. Goodman, and B. Lawrence), 2001, Academy of Management Review, 26, 4: 507- 511.

"Time: A New Research Lens", (with D. Ancona, P. Goodman, and B. Lawrence), 2001, Academy of Management Review, 26, 4: 507- 511.

"From the Technology Cycle to the Entrepreneurship Dynamic: Placing Dominant Designs in Social Context" (with J. Murmann) 2001, in Schoonhoven K. and E. Romanelli (eds). The Entrepreneurship Dynamic: The Origins of Entrepreneurship and Its Role in Industry Evolution. Stanford University Press, 178-203.

"The Organization of the Future: Principles of Design for the 21st Century" (with D. Nadler), 1999, Organization Dynamics, 28, 1:45-60.

"Dominant Designs, Innovation Types and Organizational Outcomes " (with P. Murmann), 1998, In B. Staw and L. Cummings, Research in Organization Behavior, 20: 231-266. [Stephan Schrader Award, Academy of Management, 1998].

Reprinted in Garud, R and Langlois, R. Managing in the Modular Age, Blackwell, NY, 2003: 316-348.

"The Coevolution of Community Networks and Technology: Lessons From the Flight Simulation Industry" (with L. Rosenkopf), 1998, Industrial and Corporate Change, 7: 311-346.

"Executive Succession, Strategic Reorientation and Performance Growth: A Longitudinal Study in the U.S. Cement Industry in Stable Environments," Management Science, 42: 939-953 (with L. Rosenkopf), 1996.

"Technology Cycles, Innovation Streams and Ambidextrous Organizations." In M. Tushman and P. Anderson (Eds.), Managing Strategic Innovation and Change. New York: Oxford University Press, 1997, pp. 1-23 (with C. O'Reilly and P. Anderson).

"Ambidextrous Organizations: Managing Evolutionary and Revolutionary Change." California Management Review, 38, 4, 1996, 8-30 (with C. O'Reilly). [Anderson Consulting Award, 1997].

"Impacts of Executive Team Characteristics and Organization Context on Responsiveness to Environmental Shock." In Shapira, Z. and R. Garud (Eds.), Technological Innovation: Foresight and Oversights. New York: Cambridge University Press, 1997, pp. 260-278 (with P. Murmann).

"Types of Organization Change: From Incremental Improvements to Discontinuous Transformation." In Nadler, D., R. Shaw and E. Walton (Eds.), Discontinuous Change. San Francisco: Jossey-Bass, 1995, 14-33.

"The Influence of Supervisory Promotion and Network Location on Subordinate Careers in a Dual Ladder RD&E Setting," Management Science (with R. Katz and T. Allen), 41, 1995, 848-863 .

"Organization Transformation as Punctuated Equilibrium: An Empirical Test," Academy of Management Journal (with E. Romanelli), 34, 1994, 1141-66.

"Environmental and Organization Context and Executive Team Characteristics," Academy of Management Journal, 36, 1993, 1314-1344 (with S. Keck).

On the Co-Evolution of Organization and Technology," in Singh, J. and J. Baum, Evolutionary Dynamics of Organizations, N.Y.: Oxford Press, 1994, 403-424 (with L. Rosenkopf).

"The Role of Executive Team Actions in Shaping Dominant Designs: Towards Shaping Technological Progress," Strategic Management Journal, 13, 1992, 137-161 (with Ian MacMillan and R. McGrath).

"Designing Organizations That Have Good Fit: A Framework for Understanding New Architectures," in Nadler, D., M. Gerstein and R. Shaw (Eds.), Organization Architecture, San Francisco: Jossey-Bass, 1992, 39-56 (with D. Nadler).

"On the Organizational Determinants of Technological Change: Towards a Sociology of Technological Evolution," in B. Staw and L. Cummings, Research in Organization Behavior, Vol. 14, 1992. JAI Press, 311-347 (with L. Rosenkopf).

"Executive Succession and Organization Outcomes in Turbulent Environments: An Organizational Learning Approach," Organization Science, 3, 1992, 72-92 (with B. Virany and E. Romanelli).

Reprinted in Cohen, M. and L. Sproull (Eds.), Organizational Learning. Thousand Oaks, CA: Sage Publications, 1996, 302-329.

"Exploring the Dynamics of Dual Ladders: A Longitudinal Study," with R. Katz. In G. Mejia and E. Lawless. Management of High Technology Firms. Vol. 4., pp., 135-153, JAI Press. Greenwich, Ct. 1992.

Proceedings of Academy of Management, 1990. (Best Paper Finalist, TIMS Division).

"Managing Through Cycles of Technological Change," Research and Technology Management, 34, 1991, 26-31. (with Phil Anderson).

Reprinted in M. Tushman and P. Anderson (Eds.), Managing Strategic Innovation and Change. New York: Oxford University Press, 1997, pp. 45-52.

"Technological Discontinuities and Dominant Designs: A Cyclical Model of Technological Change," Administrative Science Quarterly, 35, 1990, 604-633 (with P. Anderson).

"Technology, Organizations and Innovation: An Introduction," Administrative Science Quarterly, 35, 1990, 1-8 (with R. Nelson).

"Beyond the Charismatic Leader: Leadership and Organizational Change," California Management Review, Winter, 1990, 32, 1990, 77-97 (with D. Nadler).

"Leadership and Organization Change: Beyond the Magic Leader." In A. Mohrman (ed.), Large Scale Organization Change. San Francisco: Jossey-Bass Inc., 1989, 100-119.

"Organizational Frame-Bending: Principles for Managing Reorientations," Academy of Management Executive, 3, 1989, 194-204 (with D. Nadler).

"Technological Discontinuities and Organizational Environments," (with P. Anderson). In Pettigrew, A.(ed.), The Management of Strategic Change. London: Basil Blackwell Publishers, 1987.

"Executive Leadership and Organization Evolution: Managing Incremental and Discontinuous Change." In R. Kilman and T. Covin, Corporate Transformation. San Francisco: Jossey-Bass, 1988.

"Executive Leadership and Organizational Outcomes: An Evolutionary Perspective." In D. Hambrick (Ed.), The Executive Effect: Research in Executive Leadership. Greenwich, CT: JAI Press, 1988.

"Technological Discontinuities and Organizational Environments," Administrative Science Quarterly, 31, 1986, pp. 439-465 (with P. Anderson).

"Top Management Teams and Corporate Success in an Emerging Industry," J. of Business Venturing, 1, 1986, 261-274 (with B. Virany).

"Convergence and Upheaval: Managing the Unsteady Pace of Organizational Evolution", California Management Review, Fall, 29, 1986, 29-44 (with E. Romanelli and W. Newman). [Pacific Telesis Award, 1986].

Reprinted in: de Wit, B and Meyer, R. (eds.) Strategy: Process, Content, Context, NY, NY. International Thompson Pubs. 1998, 275-284.

"Inertia, Environments and Strategic Choice: Quasi-Experimental Designs for Comparative Research." Management Science, 32, 1986, 608-621 (with E. Romanelli).

"Organizing for Innovation," California Management Review, 28, 3, 1986, 74-92 (with D. Nadler).

"Executive Succession, Strategic Reorientation and Organization Evolution," Technology and Society, Vol. 7, 1985, 297-314 (with B. Virany and E. Romanelli).

"Organizational Evolution: A Metamorphosis Model of Convergence and Reorientation." In L. Cummings and B. Staw (Eds.), Research in Organizational Behavior, Vol. 7. Greenwich, CT.: JAI Press, 1985 (with E. Romanelli).

"A Longitudinal Study of the Effects of Boundary Spanning Supervision on Turnover and Promotion in Research and Development," Academy of Management Journal, 26, 1983, 437-459 (with R. Katz).

"Uncertainty, Social Location and Influence in Decision Making: A Sociometric Analysis," Management Science, 29, 1983, 12-23 (with E. Romanelli).

"Managerial Roles and Career Paths of Gatekeepers and Project Supervisors," R&D Management, 11, 1982 (with R. Katz).

"Does Gatekeeping Make a Difference?" Chemtech, 12, 1982, 156-161 (with R. Katz).

"Managing Innovation Over the Product Life Cycle." In M. Tushman and W. Moore, Readings in the Management of Innovation. Marshfield, Mass.: Pitman Press, 1982.

"Boundary Spanning Individuals: Their Role in Information Transfer and Their Antecedents," Academy of Management Journal, 24, 2, 1981, pp. 289-305 (with T. Scanlan).

"Characteristics and External Orientation of Boundary Spanning Individuals," Academy of Management Journal, 24, 1981, 83-98 (with Thomas Scanlan); also in Annual Proceedings of Academy of Management, 1979, 205-210.

"A Model for Diagnosing Organizational Behavior," Organizational Dynamics, 8, 1980, 35-51 (with D. Nadler).

"External Communication and Project Performance: An Investigation Into the Role of Gatekeepers," Management Science, 26, 1980, 1071-1085 (with R. Katz).

"The Relation of Internal Communication to R&D Project Performance as a Function of the Nature of the Project," IEEE Transactions on Engineering Management, 27, 1980, 2-11 (with T. J. Allen).

"Information Processing as an Integrating Concept in Organizational Design." In Fisher, D., Organizations and Management. Reading, Mass.: Addison-Wesley, 1980; also reprinted in Richards, M. Readings in Management. Southwest Publishing, 1980.

"Communication and Technical Roles in R&D Laboratories: An Information Processing Approach," Management Science. Special Studies: R&D Management. B. Dean and J. Goldhar (Eds.). Vol. 15, 1980, 91-112 (with D. Nadler).

"Implications of Political Models of Organizations." In R. H. Miles (Ed.), Resource Book on Macro Organizational Behavior. Goodyear Press, 1980, 177-190 (with D. Nadler).

"Network Analysis on Organization." In Lawler, E., Nadler, D. and Cammann, C. (Eds.), Organizational Assessment: Perspectives on the Measurement of Organizational Behavior and the Quality of Working Life. New York: Wiley-Interscience, 1979 (with N. Tichy and C. Fombrum).

"Social Network Analysis for Organizations," Academy of Management Review, 4, 1979, 507-520 (with N. Tichy and C. Fombrum).

"The Effectiveness of Communication Patterns in R&D Organizations: A Focus on Problem Solving and Administrative Communication," Organizational Behavior and Human Performance, 23, 1979, 139-162 (with R. Katz).

"Modes of Technology Transfer as a Function of Position in the Research-Development-Technical Service Spectrum," Academy of Management Journal, 1979, 22, 1979, 694-708 (with T. J. Allen).

"Managing Communication Networks in Research and Development Laboratories", Sloan Management Review, 20, 1979, 37-49.

"Impacts of Perceived Environmental Variability of Patterns of Work-Related Communication," Academy of Management Journal, 22, 1979, 482-500.

"Determinants of Subunit Communication Structure: A Contingency Analysis," in Administrative Science Quarterly, 1979, 23, 82-98;
also in Annual Proceedings of Academy of Management, 1978, 190-195.

"Information Processing as an Integrating Concept in Organization Design," Academy of Management Review, 1978, 3, 613-624 (with D. Nadler).

"Technical Communication in R&D Laboratories: Impacts of Project Work Characteristics," Academy of Management Journal, 1978, 21, 624-645; also in Annual Proceedings of Academy of Management, 1977, 433-437.

"A Diagnostic Model for Organizational Behavior." In Hackman, R., Lawler, E., & Porter, L. (Eds.), Perspectives on Behavior in Organizations. New York: McGraw-Hill, 1977, 85-98 (with D. Nadler).

Revised as "A Congruence Model for Diagnosing Organizational Behavior." In Kolb, D., Rubin, I., and McIntyre, J. (Eds.), Organizational Psychology. Englewood Cliffs: Prentice Hall, 1979, 443-458.

"Special Boundary Roles in the Innovation Process," Administrative Science Quarterly, 1977, 22, 587-605.

"A Political Approach to Organizations: A Review and Rationale", Academy of Management Review, 1977, 2, 206-216.

WORK IN PROGRESS

Designing and Aligning Organizations: The Congruence Model (with Charles O'Reilly and David Nadler)

Flexing the Frame: The Role of Cognitive and Emotional Framing in Innovation Adoption by Incumbent Firms. (with Ryan Raffaelli and Mary Ann Glynn)

Organizing for Ambidexterity: (Re)Configuring and Orchestrating Exploration and Exploitation Over Time (with Justin Jansen and Costas Andriopoulos)

Managed Ecosystems: The Knowledge-Based View, Engaging Communities, and Translucent Institutional Logics, (with Altman, E, Nagel, F)

Beating the Odds of Disruption (with A. Binns and C. O'Reilly)

TEACHING--COURSE DEVELOPMENT

Cornell University, Ithaca, New York

Introductory Economic and Social Statistics (with I. Blumen)

Introductory Sociology of Organizations (with M. Meyer)

Social Psychology of Organizations (with L. Williams)

Massachusetts Institute of Technology, Cambridge, Massachusetts

Theories of Planned Change (with D. Kolb)

Managerial Psychology (with T. J. Allen and J. Van Maanen)

Managing Strategic Innovation and Change

Columbia University, Graduate School of Business, New York, New York

MBA-Ph.D. teaching:

Managerial Behavior in the Firm (core MBA management course; designed and developed with D. Nadler)

Organization Analysis and Design

Business Policy

Managing Innovation and Change

Competitiveness in Industry: Issues of Private Management and Public Policy (with Richard Nelson)

Seminar in Communication Networks and Organizational Effectiveness

Seminar in Organizational Behavior: Macro Approaches

Research Methods in Social Sciences

Doctoral Seminar in Management and Organizational Theory

Executive Education:

Managing Strategic Innovation and Change, Program Director, Columbia University, 1985-1998.

Masters Degree Program for Executives; Columbia University.

Executive Program in Business Administration; Columbia University, University of California, Berkeley, MIT, California Institute of Technology, Wharton School, Nomura School of Management, INSEAD, Stanford, American Electronics Assn.

Advanced Program in Organization Development and Human Resource Management (Columbia University).

Seminars in Managing Innovation: International Management Institute, Geneva, Stockholm, Helsinki, Amsterdam, Tokyo, London, Caracas, Sao Paulo.

INSEAD, Fontainebleau, France

Managing Organizations: Helped develop new organizations course in MBA program (with M. Gargiulo and C. Galunic).

Ph.D. seminar on Technology and Organizations.

Harvard Graduate School of Business Administration, Boston, Massachusetts

Harvard Business On-Line Teaching and Course Development

Harvard Business Analytic Program; Leading Innovation and Change Graduate School of Education/ HBS Principal Management Program; Leading Innovation and Change

MBA-Doctoral teaching: _____

Leading Change and Organizational Renewal (second year elective)

Leadership and Organizational Behavior (required course)

Ph.D. Seminar: Technology, Senior Teams and Organizational Evolution

PhD Seminar: Innovation and Organizations

Doctoral Seminar: Organization and Management Theory

OB Proseminar

Co-Chair, DBA Program, Management Track (2009- 2013)

Executive Education Teaching:

Advanced Management Program (AMP), 2019-

Program for Leadership Development (PLD), Faculty Chair, 2012- current.

Advanced Management Program (AMP), Faculty Chair, 2006-2011.

Advanced Management Program (AMP), Managing Innovation and Organizational Effectiveness, 2005- 2011.

Program on Management Development (PMD), Leading Change and Organizational Renewal, 2003- 2006.

Leading Change and Organizational Renewal, Faculty Director, Harvard Business School, 2000- present.

World Bank, Faculty Director, Executive Development Program, Harvard Business School, 1998-2001.

IBM, Faculty Director, Strategic Leadership Forum, 1999-2005, Harvard Business School.

Harvard Graduate School of Education, Cambridge, Massachusetts.

Doctoral Course: Leading Innovation and Change (2012-present)

Case Development:

Tushman, M., Kerry Herman, and James Barnett. "Denver Public Schools: Innovation and Performance?" Harvard Business Publishing Teaching Note, 2018. PEL-086.

Tushman, M and K. Herman, "Tomer Zvulun and the Atlanta Opera at Crossroads." Harvard Business School Case, 2017.

Lakhani, K. and M. Tushman. "Tongal." Harvard Business Video Case. 2017

Tushman, M. Maclay, C, and K. Herman. "Denver Public Schools 2015: Innovation and Performance?" PEL-076.

Lakhani, Karim R., and M. L. Tushman. "Victors & Spoils: 'Born Open'." Harvard Business School Video Case 415-701.

Lakhani, Karim R., and M. L. Tushman. "Havas: Change Faster." Harvard Business School Video Case 615-702.

Tushman, M., "Ingrid Johnson: Reflections on Leading Change." Harvard Business School Video Supplement 414-709.

Tushman, M., Hila Lifshitz-Assaf, and Kerry Herman. "Houston We Have A Problem: NASA and Open Innovation (A)." Harvard Business School Case 414-044.

Tushman, M., Hila Lifshitz-Assaf, and Kerry Herman. "Houston We Have A Solution: NASA and Open Innovation (B)." Harvard Business School Supplement 414-057.

Tushman, M. and Kerry Herman. Quietly Brilliant: Transformational Change at HTC. Harvard Business School Case 412-070.

Tushman, M, and D. Kiron. Ganesh Natarajan: Leading Innovation and Change at Zensar (A). Harvard Business School Case 412-036.

Tushman, M, and D. Kiron. Ganesh Natarajan: Leading Innovation and Change at Zensar (B). Harvard Business School Case 412-037.

Tushman, M., R. Page, and T. Ryder. Leadership, Culture, and Transition at lululemon. Harvard Business School Video Case 410-705

Tushman, M and D. Kiron, Ingrid Johnson and Nedbank Business Banking, Harvard Business School Case, 410-003.

Tushman, M. and S. Raisch, GE Money Bank: The M-Budget Card Initiative." Harvard Business School Case, 410-052

Tushman, M. and D. Kiron. "Hema Hattangady and Konzerv" Harvard Business School Case, 409-022

Tushman, Michael "Bringing AMP Home: Personal Case Study." Harvard Business School Exercise, 409-105.

Tushman, M and D. Kiron. "Perfect Storm over Zurich Airport (A) and (B). Harvard Business School Case, 408-023 & 408-058

Tushman, M, D. Kiron, and A. Kleinbaum. "BT Plc: The Broadband Revolution (A) and (B)" Harvard Business School Case, N2-407-001, 002

Tushman, Michael, David Kiron, and Wendy Smith. "Huber Engineering Woods

(A) and (B)". Harvard Business School Case, N9-405-067.

Tushman, Michael, Daniel Radov, and Wendy Smith. "Agrochemicals at Ciba-Geigy AG (A)." Harvard Business School Case 400-022.

Tushman, Michael, Daniel Radov, and Wendy Smith. "Agrochemicals at Ciba-Geigy AG (B)." Harvard Business School Case 400-023.

Roberts, Michael J., and Michael L. Tushman. "Bedrock Productions." Harvard Business School Case 401-045.

Roberts, Michael J., and Michael L. Tushman. "Compagnie Lyonnaise de Transport (A)." Harvard Business School Case 401-040.

Roberts, Michael J., and Michael L. Tushman. "Compagnie Lyonnaise de Transport (B)." Harvard Business School Supplement 401-041.

Roberts, Michael J., and Michael L. Tushman. "Corning 1983-1996: Transition at the Top." Harvard Business School Case 401-034.

Roberts, Michael J., and Michael L. Tushman. "Corning 1996-2000: Growing Corning." Harvard Business School Case 401-035.

Tushman, Michael L., and Daniel Radov. "Greeley Hard Copy, Portable Scanner Initiative (A)." Harvard Business School Case 401-003.

Tushman, Michael L., and Daniel Radov. "Greeley Hard Copy, Portable Scanner Initiative (B)." Harvard Business School Case 401-004.

Tushman, Michael L., and Daniel Radov. "Greeley Hard Copy, Portable Scanner Initiative (C)." Harvard Business School Case 401-005.

Tushman, Michael L. "Gunfire At Sea." Harvard Business School Multimedia Case 403-149.

Tushman, Michael L. "Hausser Food Products Company." Harvard Business School Case 402-055.

Tushman, Michael L., and Daniel Radov. "Hermes Systems." Harvard Business School Case 400-056.

Tushman, Michael L., Wendy Smith, and David Kiron. "IBM Canada: Global Services (A)." Harvard Business School Case 403-070.

Tushman, Michael L., Wendy Smith, and David Kiron. "IBM Canada: Global Services (B)." Harvard Business School Case 403-078.

Tushman, Michael L., Wendy Smith, and David Kiron. "IBM Canada: Global Services (C)." Harvard Business School Case 403-079.

Tushman, Michael L., and Robert C Wood. "IBM Network Technology (A)." Harvard Business School Case 402-012.

Tushman, Michael L. "IBM Network Technology (B)." Harvard Business School Case 402-013.

Tushman, Michael L., Charles A. O'Reilly III, and Robert Chapman Wood. "IBM Software Solutions (A)." Harvard Business School Case 402-016.

Tushman, Michael L., and Robert Chapman Wood. "IBM Software Solutions (B)." Harvard Business School Case 402-017.

Tushman, Michael L., and Charles O'Reilly. "Leading Change and Organizational Renewal: Building the Ambidextrous Organization." Harvard

Business School Multimedia 403-152.

Tushman, Michael L., and Charles O'Reilly. "Leading Change and Organizational Renewal: Diagnosing Culture." Harvard Business School Multimedia 403-151.

Tushman, Michael L., and Charles O'Reilly. "Leading Change and Organizational Renewal: Leading Change." Harvard Business School Multimedia 403-150.

Tushman, Michael L., and Charles O'Reilly. "Leading Change and Organizational Renewal: Solving Today's Problems." Harvard Business School Multimedia 403-153.

Tushman, Michael, and Daniel Radov. "Rebirth of the Swiss Watch Industry, 1980-1992 (A)." Harvard Business School Case 400-087.

Tushman, Michael, and Daniel Radov. "Rebirth of the Swiss Watch Industry, 1980-1992 (B): Hayek and Thomke at SMH." Harvard Business School Case 400-088.

Beer, Michael, and Michael L. Tushman. "SMA: Micro-Electronic Products Division (A)." Harvard Business School Case 400-084.

Beer, Michael, and Michael L. Tushman. "SMA: Micro-Electronic Products Division (B)." Harvard Business School Case 400-085.

Beer, Michael, and Michael L. Tushman. "SMA: Micro-Electronic Products Division (C)." Harvard Business School Supplement 400-086.

Tushman, Michael, Daniel Radov, and Wendy K. Smith. "Terner Technologies -- Advanced Integrated Circuits Division (A)." Harvard Business School Case 400-058.

Tushman, Michael, Daniel Radov, and Wendy K. Smith. "Terner Technologies -- Advanced Integrated Circuits Division (B)." Harvard Business School Case 400-059.

Roberts, Michael J., Michael L. Tushman, and David Kiron. "USA TODAY: Pursuing the Network Strategy (A)." Harvard Business School Case 402-010.

Roberts, Michael J., Michael L. Tushman, and David Kiron. "USA Today: Pursuing the Network Strategy (B)." Harvard Business School Case 402-011.

Roberts, Michael J., and Michael L. Tushman. "USA Today: Pursuing the Network Strategy (A) & (B) TN." Harvard Business School Teaching Note 802-229.

Video / Multi-Media Based Teaching Materials

Tomer Zvulun at the Atlanta Opera, 2018

Allison Whitehead Bust, Tom Boasberg, Denver Public Schools, 2016

Gunfire at Sea, 2014

David Jones and Changing Faster at Havas, 2014

John Winsor at Victors and Spoils; Leading the Revolution, 2014

Christine Day at LuLuLemon. Multi-Media case. 2009

Ingrid Johnson at Business Banking, Nedbank 2012

Bruce Harreld; Dynamic Capabilities at IBM, October 2006.

Alison Ritchie: BT Chief Broadband Officer, October 2006

Ben Verwaayen: BT CEO. October 2006.

Leadership, Culture, and Change: Lou Gerstner, IBM. Boston, Mass: Harvard Business School, 2003. Video. (Tape #10019 (for HBS use only). An edited speech by Lou Gerstner at HBS.)

Leading Change and Organizational Renewal, Multi-Media and/or CD Set, (with C. O'Reilly), 2003

PROFESSIONAL ACTIVITIES

Editorial Boards: California Management Review, 2017-
Strategic Management Journal, Guest Associate Editor, (2017-)
Academy of Management Discoveries; Founding Editorial Advisory Board (2013- 17)
Behavioral Science and Policy Journal; Associate Editor (2013-15)
Administrative Science Quarterly (1985-1992)
Academy of Management Journal (1978-1984)
Academy of Management Review (2002-2009)
Management Science, Dept. of Research, Development and Innovation (1982-2002)
Strategic Management Journal, Special Issue editor, Strategic Organizational Design, 2012- present
Organization Science; Special Issue Editor, Ambidextrous Organization Designs (2009)
Strategic Entrepreneurship Journal; Senior Advisory Board, current
Human Relations (1990-2000)
Journal of Product Innovation Management (1983-present)
Journal of Business Venturing (1985-present)
IEEE Transactions on Engineering Management (1985-present)
Journal of Management Studies (1996-present)
Organizational Dynamics (2000-present)
J. of Engineering and Technology Management (1986-present)
Journal of Enterprise Transformation (2011- present)
Journal of Strategy and Management, current
Human Resource Planning (1988-1990)

Division Chairman and Program Chair: Research, Development and Innovation Group, Academy of Management (1982-1984).

Program and Division Chair: Organization and Management Theory Division, Academy of Management (1987-1990).

Chair, Research and Practice Committee: Organization and Management Theory Division, Academy of Management (2003- 2009).

Vice Chair: College on Research, Development and Innovation, The Institute of Management Science (1980-1985).

Executive Committee: Technology, Innovation and Management Division, Academy of Management 1990-1992.

Co-Editor: Series on Innovation and Organization Change, (with A. Van de Ven). Harvard Business School Press. 1995-2001.

Editor: Special Issue of Administrative Science Quarterly (1990) on Technology, Innovation and Organizations (with R. Nelson).

Special Issue of Organization Science, on Organizational Ambidexterity (2009), with J. Birkinshaw, Gilbert Probst, and Sebastian Raisch.

Special Issue of Strategic Management Journal on Organization Design, 33,6, 2012, with R. Gulati and P. Purnam

Strategic Organization; Special Issue on Open Innovation, editor with Karim Lakhani and Teppo Felin, 2016

AOM Faculty Consortia: New Faculty and Doctoral Consortium in Organization Theory and/or Research, Development and Innovation (1983, 1985, 1987, 1990, 1991, 1992, 1993, 1994, 1996, 1997, 1998, 2000, 2001, 2002, 2004, 2005, 2006, 2007, 2008, 2010, 2012).

Terry Book Award Committee 2004
Academy of Management, Career Achievement Awards Committee, 2009

Professional Memberships:

Academy of Management
The Institute of Management Science
Product Management Association
Macro Organization Behavior Society
MESO Organization Behavior Society

Ph.D. Advisor (* = Chairman)

*Thomas Scanlon, 1978, President, Manhattan College

Robert Burgelman, 1978, Stanford

Charles Fombrun, 1980, NYU

William Egelhoff, 1981, NYU

Deborah Gladstein Ancona, 1982, MIT

*Elaine Romanelli (Academy of Management Dissertation Award), 1985, Georgetown

Chris Gresov (Academy of Management Dissertation Award), 1986, Emory

*Phil Anderson (Academy of Management Dissertation Award), 1987, Tuck, INSEAD

Richard D'Aveni (Academy of Management Dissertation Award), 1987, Tuck
Mary Anne Glynn, 1977, Emory, Boston College
*Diana Stork, 1988, Hartford
Syd Finkelstein, 1988, Tuck School, Dartmouth
*Kirsten Sonnerup, 1991
*Sara Keck, Pace University
Bert Canella, Texas A&M
*Lori Rosenkopf, Wharton
*Peter Murmann, Northwestern, Australian Institute of Management, St Gallen
Nancy Staudenmier, Duke
*Mary Benner, (Academy of Management Dissertation Award, 2003), Minnesota
*George Westerman, CISR, MIT
*Wendy Smith, Delaware
Brad Morrison (MIT PhD), Brandeis
Steve Kahl, (MIT PhD), Tuck School
*Adam Kleinbaum, Tuck School, Dartmouth
*David James Brunner, post doc, HBS
Ryan Rafaelli (PhD, BC), HBS
*Hila Lifshitz, NYU
*Liz Altman, current, U. Mass. Lowell
Emily Truelove, (PhD, MIT), HBS
Allie Feldberg, HBS
Jonathan Cromwell, University of California, San Francisco
Cheng Gao, University of Michigan
*Elizabeth Hansen, current

Other Activities

Board of Trustees, IBM Credit Corporation (1990-1994).
Board of Directors, New York Human Resource Association (1988- 1998).
Senior Advisor, Delta Consulting Group (1982-2000)
Advisory Board, Medimetrix Solutions (2011-2013)
Founding Director, Change Logic (2008-present)