

Rembrand Koning

CONTACT INFORMATION	Harvard Business School Morgan Hall 292 Boston, MA 02163	rem@hbs.edu (617) 495-6171 www.remkoning.com
RESEARCH INTERESTS	Entrepreneurship and Firm Growth; Strategy and Diversity; Ecosystems and Networks; Field Experiments; Skills, Tools, and Practices; Strategic Knowledge and Data; Machine Learning	
EMPLOYMENT	Harvard Business School , Cambridge, MA Assistant Professor, Strategy Unit, July 2016 - Present	
EDUCATION	Stanford Graduate School of Business , Stanford, CA Ph.D. Business, June 2016 University of Chicago , Chicago, IL B.A. Statistics and B.S. Mathematics, June 2007	
FELLOWSHIPS AND HONORS	<i>Dissertation Fellow</i> , Ewing Marion Kauffman Foundation, 2015-6 <i>University Scholar</i> , University Chicago, 2004-7	
PUBLISHED PAPERS	Sharique Hasan, John-Paul Ferguson, and Rembrand Koning. "The Lives and Deaths of Jobs: Technical Interdependence and Survival in a Job Structure" <i>Organization Science</i> . 2015.	
WORKING PAPERS	Aaron Chatterji, Solene Delecourt, Sharique Hasan, and Rembrand Koning. "Learning to Manage: A Field Experiment in the Indian Startup Ecosystem" <i>R&R at Strategic Management Journal</i> . Sharique Hasan and Rembrand Koning. "When Proximity May Not Be Destiny: The Role of Existing Relationships" <i>R&R at Strategic Management Journal</i> . John-Paul Ferguson and Rembrand Koning. "Firm Turnover and the Return of Racial Establishment Segregation" <i>R&R at American Sociological Review</i> . Media Coverage: <i>Time.com/Money</i> Sharique Hasan and Rembrand Koning. "Personality and Design Thinking: Evidence from a Field Experiment" <i>Under Review at Research Policy</i> .	
PAPERS IN PROGRESS	Rembrand Koning, Sharique Hasan, Solene Delecourt, and Aaron Chatterji. "Do Experiments Improve Firm Performance? Evidence from the Adoption of AB Testing Software" Rembrand Koning, Sharique Hasan, Solene Delecourt, and Aaron Chatterji. "Rethinking Strategy: Estimating the Impact of an Executive Retreat on Startup Growth" John-Paul Ferguson and Rembrand Koning. "Outsourcing and Racial Segregation: The Social Consequences of Shifts in the Boundary of the Firm" Channing Spencer, Rembrand Koning, and John-Paul Ferguson "Are Better Managed Firms more Diverse?"	

CASES	David Collis, Andy Wu, Rembrand Koning and Huaiyi Cici Sun “Walmart Inc. Takes on Amazon.com” <i>Harvard Business School</i> . 2018.
	Rembrand Koning and Bo Cowgill “Matching Googlers.” <i>Harvard Business School</i> . 2018.
PROJECTS IN PROGRESS	Rembrand Koning. “Strategic Skills: Mapping and Benchmarking the Tools and Practices used by US Firms”
	John-Paul Ferguson and Rembrand Koning. “Does going Public Increase Diversity?”
	Solene Delecourt and Rembrand Koning. “Why don’t Firms Learn New Skills? Separating the Role of Perception, Inspiration, Motivation, and Persuasion using a Selective Control Trial”
	Stefan Dimitriadis and Rembrand Koning. “Building Social Capital: A Field Experiment Testing the Role of Relational Culture”
	Rembrand Koning, Sharique Hasan, Vish Krishnan, Eva Guinan, and Karim Lakhani. “Measuring and Accelerating Commercialization”
RESTING PAPERS	Rembrand Koning and Jacob Model. “Charitable Crowdfunding Cascades: When Nothing is better than something”
	Rembrand Koning. “Do Network Dynamics Undermine Idea-based Network Advantages? Experimental Results from an Entrepreneurship Bootcamp”
INVITED TALKS, PANELS AND CONFERENCES	Academy of Management: Lean Startup Symposium Symposium, Atlanta, August 2017
	University of Maryland Smith Entrepreneurship Research Conference, College Park, April 2017
	MIT Sloan School of Business (Economic Sociology), Cambridge, April 2017
	GeorgiaTech Scheller School of Business (Strategy), Atlanta, April 2017
	Co-host of Innovation Growth Lab Meeting at HBS, Cambridge, December 2016
	Questrom Strategy and Innovation Group, Boston University, Boston, November 2016
	Innovation Growth Lab Research Meeting, London, UK May 2016
	Kauffman Emerging Scholars Conference, Kansas City, April 2016
	Wharton School of Business (Entrepreneurship), Philadelphia, PA, January 2016
	INSEAD (Entrepreneurship), Singapore, January 2016
	University of California Haas School of Business (MORS), Berkeley, CA, December 2015
	Harvard Business School (EM), Cambridge, MA, December 2015
	Harvard Business School (Strategy), Cambridge, MA, December 2015
	Duke Fuqua School of Business (Strategy), Durham, NC, December 2015

University of Michigan Ross School of Business (Strategy), Ann Arbor, MI, December 2015

University of Chicago Booth School of Business (M&O), Chicago, IL, December 2015

Northwestern Kellogg School of Management (MORS), Evanston, IL, November 2015

Academy of Management: Knowledge Transfer Symposium, Vancouver, August 2015

Academy of Management: TIM Doctoral Consortia, Vancouver, August 2015

Google for Work Learning Seminar, Mountain View, CA March 2015

Raising the Bar Public Lecture Series, San Francisco, CA February 2015

Airbnb Data Science Learning Lunch, San Francisco, CA January 2015

Stanford-Berkeley Doctoral OB Conference, Berkeley, CA January 2015

Stanford Institute for Innovation in Developing Economies Board Meeting, Stanford, October 2014

Guest Lecture on Networks & Innovation, Levy School of Business, Santa Clara, October 2014

Conference on Digital Experimentation, MIT, October 2014

Academy of Management: Entrepreneurship Division, Philadelphia, August 2014

American Sociological Association: Economic Sociology Section, San Francisco, August 2014

New Computational Sociology Conference, Stanford, August 2014

Fung Institute Crowdfunding Seminar, Berkeley, CA, November 2013

American Sociological Association: Social Networks Section, NYC, August 2013

International Network for Analytical Sociology, Stockholm, June 2013

Computational and Online Social Science Conference, Columbia University, October 2012

RESEARCH GRANTS *Kauffman Foundation*, Kansas City, MO
Grant (\$375,000) for “Developing real-time measures of firm strategy and ecosystem growth by merging digital data on the software tools, employee skills, and growth trajectories of US firms”
January 2018

Stanford Center for Innovation in Developing Economies (SEED), Stanford GSB, CA
Grant (\$27,500) for “Learning and Growing Human Capital Intensive Enterprises in Developing Countries” with Sharique Hasan and Aaron Chatterji, April 2015

IRISS Center for Computational Social Science, Stanford GSB, CA
Grant (\$7,500) for computational component of Innovate Delhi, September 2013

Stanford Center for Innovation in Developing Economies (SEED), Stanford GSB, CA
Grant (\$35,000) for Innovate Delhi Entrepreneurship Academy with Sharique Hasan and Ponnurangam Kumaraguru, August 2013

Stanford Center for Social Innovation, Stanford GSB, CA
Grant (\$5,000) with Jacob Model, January 2012

Center for Philanthropy and Civil Society, Stanford, CA
Grant (\$2,500) with Jacob Model, January 2012

REFEREE *Management Science, Strategy Science, Organization Science, Strategic Management Journal, American Sociological Review*

TEACHING *Strategy (Required first year course)*, Winter 2017
Harvard Business School, Cambridge, MA

CA for Aligning Startups with their Markets with Bill Barnett and Andy Rachleff, Spring 2015
Stanford Graduate School of Business, Stanford, CA

CA for Paths to Power with Jeffrey Pfeffer, Winter 2015
Stanford Graduate School of Business, Stanford, CA

Instructor in Design Thinking and Business Model Validation, Summer 2014
Innovate Delhi Entrepreneurship Academy, Delhi, India

CA for Social Networks with Sharique Hasan (MBA & PhD), Spring 2013 and 2014
Stanford Graduate School of Business, Stanford, CA

CA for Global Strategy with William Barnett and Condoleezza Rice (MBA), Fall 2012 and 2013
Stanford Graduate School of Business, Stanford, CA

RESEARCH ASSISTANTSHIPS *RA for Christopher Mayer, Senior Vice Dean of Columbia Business School*, July 2007 - Sept 2009
Paul Milstein Center for Real Estate, Columbia Business School, New York, NY

RA for James Evans, Associate Professor of Sociology, Spring 2007
The University of Chicago, Chicago, IL

RA for Marianne Bertrand, Chris P. Dialynas Professor of Economics, Summer 2006
Booth School of Business, University of Chicago, Chicago, IL

COMPUTATIONAL SKILLS R, Python, Jupyter Notebooks, Stata, L^AT_EX, HTML, Javascript (ES6), Coffeescript, Angular, SQL (Postgre), NoSQL (MongoDB), Node, React, Firebase, Git, Markdown (R Markdown)

AFFILIATIONS Founding Member, Laboratory for Innovation Science at Harvard
Member, Academy of Management
Volunteer, Indian Software Product Industry Round Table