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Curriculum Vitae

Ekin Ilseven

Católica Lisbon School of Business and Economics (CLSBE)
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Academic Positions

2023 – Today	*Assistant Professor of Strategy and Organizations* Católica Lisbon School of Business and Economics Universidade Católica Portuguesa

Education

2023	Ph.D. in Management, Strategy INSEAD
2019	M.Sc. in Management Science INSEAD
2017	M.Sc. in Physics, with distinction ETH Zurich Master thesis written at Massachusetts Institute of Technology (MIT)
2014	B.Sc. in Physics ETH Zurich
2010	Abitur Diploma, with distinction Deutsche Schule Istanbul

Publications

E. Ilseven, and P. Puranam (2025). *(Not) by Chance? An application of Assembly Theory to infer selection in Organizational Design*, Journal of Organization Design, 1-12.

E. Ilseven, S. Ghosh, L. Kinger-Hans, N. Pape, H. Vo, A. Zhao-Ding, C. E. Helfat, D.A. Levinthal, G. Szulanski, D. J. Teece (2024) *Exploring the Minds of Visionary Scholars: Evolution in Strategy and Strategy in Evolution*. Strategic Management Review.

E. Lee, E. Ilseven, and P. Puranam (2023). *Scaling non-hierarchically: A theory of conflict-free organizational growth with limited hierarchical growth.* Strategic Management Journal, 1-23.

E. Ilseven and P. Puranam (2021). *Measuring Organizational Resilience as a Performance Outcome*. Journal of Organization Design, 1-11.

H. Guo, E. Ilseven, G. Falkovich, L.S. Levitov (2017). *Higher-than-ballistic conduction of viscous electron flows*. Proceedings of the National Academy of Sciences, 114(12), pp. 3068-3073.

E. Ilseven and M. Mendoza (2016). *Lattice Boltzmann model for numerical relativity*. Physical Review E, 93(2), p.023303.

Working Papers

Reeling in the Burnout: Organization Design as a Stress Regulator in Interdependent Task Environments (co-authored with Ambra Mazzelli and Nicolai Foss)

Participative Management and Organizational Learning (co-authored with Özgecan Koçak, Daniel Levinthal, Phanish Puranam)

Buffer or Adapt? An Empirical Assessment of Interdependencies in Achieving Organizational Resilience. (available on SSRN)

Who does not want to be resilient? A strategic view on organizational resilience

When Controversies Hurt or Help: How Event Morality and Specificity Drive Peer Market Reactions (co-authored with Nahuel Depino and Mircea Epure)

Other Outputs

Drucker Forum Blog

- *Next Generation for the Next Management*
- *From Hierarchies to Haier-archies: The Return of Internal Ecology Management as a Form of Agility and Decentralization*
- *Reflecting on Resilience and the Next Management*

Renascença – CLSBE

- *Facing the great commoditization: How to sustain competitive advantage in LLM-based businesses?*
- *Shocks that transform: Crisis as a combustion engine*
- *The Secret of Life, Resilience, and the Next Management: Reflections from the Global Peter Drucker Forum 2023*

INSEAD Knowledge

- *A Step Towards Resilient Organizations* (featured in The Business Times, Singapore)
- *How AI Large Language Models can change the way we strategise?* (co-authored with Yves Doz).

Other Outlets

- ***Global Focus – The EFMD Business Magazine.*** *In the Middle of it All: Deans as Cultivators of Community Resilience* (co-authored with Filipe Santos).
- ***ASQ Blog.*** *Zhang and Guler (2020). How to join the club: Patterns of embeddedness and the addition of new members to interorganizational collaborations* (co-authored with Hangjun Cho).
- ***Spotify Podcast.*** *Physics and Management on Equality.* (with Equality in Business student club at CATÓLICA-LISBON)

Awards

2026 — *Runner-up for Best Paper on Environmental & Social Practices by OMT Division, Paper titled "When Controversies Hurt or Help: How Event Morality and Specificity Drive Market Peer Reactions"*
Academy of Management Annual Meeting

2026 — *Conference Best Paper "When Controversies Hurt or Help: How Event Morality and Specificity Drive Market Peer Reactions"*
Academy of Management Annual Meeting

2022 — *INFORMS/Organization Science Best Dissertation Proposal Competition Finalist*
INFORMS Conference 2022 - Indianapolis

2019 — *Outstanding Tutor Award*
INSEAD

Teaching Activities

Teaching Cases

- E. Ilseven, L. Dinis, (2025) *The Return of Tradition: Torna Viagem Moscatel,* Live Case of José Maria da Fonseca, one of the oldest traditional Portuguese wineries.

- E. Ilseven, (2024) *What is next for Wiñk?,* Live Case of Wiñk, international retail market leader in eyebrow care service.

Courses Teaching (Taught)

- *Designing High-Performance Organizations: Efficiency, Resilience, and AI*
  MBA – The Lisbon MBA

- *Managing in an International Context*
  (co-teaching with Peter Rajsingh)
  Master in International Management

- *Advanced Strategic Management*
  Master in Management

- *Phd Thesis Advisory*
  Católica Porto School of Business and Economics

- *Master Thesis Symposium: Assessing Organizational Resilience and its Consequences*
  Master in Management

- *Strategic Innovation* (co-teaching with René Bohnsack)
  EMBA – The Lisbon MBA

- *Strategic View on Resilience*
  Executive Education – Católica Lisbon SBE

Service Activities

2015 – Today	**Ad hoc reviewer.** Strategic Management Journal, Academy of Management Review, Organization Science, Management Science, Strategy Science, Journal of Organization Design
2026 – 2029	**Editorial Review Board Member** *of Academy of Management Review*.
2025 – 2028	**Member of Scientific Council.** *Elected member as a representative of assistant professors in the academic governance body comprising full, associate, and designated assistant professors.*
2025 – 2026	**Global Seminar Coordinator.** *Responsible for coordinating research unit seminar schedule across all groups of the business school.*
2024 – 2026	**Area Seminar Coordinator for Strategy, Organizations, and Entrepreneurship.** *Responsible for organizing group seminars.*
2025	**Member of AI Task Force.** *A task force consisting of several representative from different groups to assess the status of AI adoption in the school and develop an agenda for its future use.*
2024	**Organizer of SMS Istanbul Extension "Firms in the Lab".** *Frontiers of Experimentation*" Organizing and coordinating a one-day conference in Kadir Has University, Istanbul, on experiments in organizations and organizations that experiment.
2022	**Symposium Organizer at Academy of Management Annual Meeting (Seattle).** Brought together leading academic and practitioner thinkers in organizational resilience to have a discussion under the title "A Critical View on Achieving Organizational Resilience: Unpacking the Underlying Trade-offs"

Professional Activities

2025	*Academic Point of Contact at Management Summit Lisbon.* Organizing and coordinating a two-day agile-format conference in Lisbon on network forms of agile management.
2020 – 2024	*Advisor on resilience for Avcilar Municipality, Istanbul* Inform the Avcilar municipality of developments in resilience research, give talks on resilience, and represent the municipality at disaster risk reduction related seminars.
2020 - 2021	*Academic Advisor to podcast "Building Resilience"* Advise on guests and content for a fortnightly published podcast organized by Organizational Design Community (ODC)
2019	*Technical Advisor to HR start-up OneNewOne* Advised on data quality, processing, and analysis in connection with the business model.
2018	*Organizer of INSEAD and Wharton Doctoral Consortium* Organized a three-day-long consortium involving 36 Ph.D. students from INSEAD & Wharton

Invited Talks and Seminars

2026	Discussion Session on "Organizational Resilience and AI" (Boğaziçi Ventures, Istanbul)
2026	Panelist on "Portuguese Innovation Ecosystem: Pain Points and Solutions" (Scale2Connect, EU Horizon Project, CATÓLICA-LISBON)
2026	Seminar on "Assembly Theory and Organization Design" (Center for Theoretical Physics, University of Lisbon)
2026	Seminar on "Who does not want to be resilient?" (ResWORK Institute, Singapore Management University, Singapore)
2026	Seminar on "Participative Management and Organizational Learning" (ETH Zurich, Switzerland)
2025	Jury Member of Global Peter Drucker Challenge titled "The Second Curve in Life and Business". (Global Peter Drucker Forum, Vienna)
2025	Fireside Chat Moderator on "Language and Organizations" with Massimo Warglien (Carnegie School Organizational Learning Conference)
2025	Panel Moderator on "Importance of Resilience and Adaptation in Entrepreneurship" (CATÓLICA-LISBON)

2025 Seminar on "Behavioral Markers of Team Resilience" (Hospital da Luz, Lisbon)

2023 Panelist at Built to Flex: Organizational Structures that are up to Code (Global Peter Drucker Forum, Vienna)

Conference Presentations and Posters (* presented by co-author, ** to be presented)

Penalized for Other's Misconduct: A Moral Foundation Perspective on Market Spillovers

2026** Academy of Management Annual Meeting (Philadelphia, USA)
2026 Madrid Work and Organizations Workshop (IESE, Madrid)
2026* Annual International Corporate Governance Society Conference (HEC Montréal)

The Return of Tradition: Torna Viagem Moscatel

2026 Gala Presentation at "À Table!" Hospitality, Food, and Wine Conference (Lyon, France)

Collective Confusion without Compliance or Coordination

2026** Academy of Management Annual Meeting (Philadelphia, USA)
2025 Carnegie School Organizational Learning Conference, CSOL (Switzerland)

Relativity of Complexity: Quantifying Simon's Scissors

2025 Poster at TOM Society Annual Meeting (Odensee, Denmark)

Curiosity Saves the Cat: Broadening and Deepening Search

2025 Poster at TOM Society Annual Meeting (Odensee, Denmark)

How Does Family Involvement Drive Organizational Resilience? An Investigation of Developing Economy Firms

2025* Academy of Management Annual Meeting (Copenhagen)

Reeling in the Burnout: Organization Design as a Stress Regulator in Interdependent Task Environments

2025 Academy of Management Annual Meeting (Copenhagen)
2024 Strategic Management Society (SMS) Annual Meeting (Istanbul)
2024 Academy of Management Annual Meeting (Chicago)
2024 Crossing Bridges Research Series, SKEMA (Paris)

What is "organizational" about organizational learning?

2024 Strategic Management Society (SMS) Annual Meeting (Istanbul)
2024 DRUID Conference (Nice)

How many people is good performance worth? Examining the trade-off between uncertain task performance and subordinate failure

2024 International Association for Conflict Management Annual Meeting (Singapore)

The Problems that Bind: Problem Representations and Courses of Action in Problemistic Search

2023* Academy of Management Annual Meeting (Boston)

Investigating Trade-offs in Achieving Organizational Resilience: A Critical View

2022 College on Organization Science Dissertation Proposal Competition
INFORMS/Organization Science Conference (Indianapolis)
2021 Organization Design Community Webinar "Research in Progress III"

Are organizational with hierarchical influence structures more resilient? An organizational resilience perspective

2022 SEI Doctoral and Junior Faculty Consortium
Rotterdam School of Management, Erasmus University
2022 Academy of Management Annual Meeting (Seattle)
2022 EGOS Conference (Vienna)
2022 Theoretical Organizational Models Society Annual Meeting (LUISS/Rome)
2022 Consortium on Competitiveness and Cooperation, 29th Annual Conference for Doctoral Student Research (Toronto)
2022 INSEAD-Wharton Doctoral Consortium (INSEAD, Fontainebleau)
2022 East Coast Doctoral Consortium (Virtual)
2021 Nagymaros Conference, Stanford (Virtual)

An Empirical Assessment of Strategic Interdependencies in Achieving Organizational Resilience Against Demand Shocks

2024 Sumantra Ghoshal Conference on Managerially Relevant Research, LBS (London)
2022 Strategic Management Society (SMS) Annual Conference (London)
2022 SMS Extension "Strategies for building resilience: How can organisations and networks manage adverse events?" at ESSEC (Paris)
2022 Crossing Bridges Research Series, 1st Edition
SKEMA Business School (Paris)

Four questions for organizational resilience: A review and a general framework for future research

2021 Academy of Management Annual Meeting (Virtual)

Control and Adaptation

2019 INSEAD-Wharton Doctoral Consortium (Wharton, Philadelphia)

A Conversation with Constance Helfat: Technological Change, The Manager, and Scope of Firms

2018 Strategic Management Society Annual Conference (Paris)

Consortia and Workshops

2025 PDW Facilitator at "Teaching in the Age of AI"
Academy of Management Annual Meeting (Copenhagen)

2025	PDW Facilitator at “Building your Foundational Map” Academy of Management Annual Meeting (Copenhagen)
2025	Wharton Global Faculty Development Workshop (Online)
2024	SMJ Dissertation Paper Workshop SMS Annual Conference (Istanbul)
2025	PDW Facilitator at “Linking Computational Models with Experiments” Academy of Management Annual Meeting (Chicago)
2023	STR Junior Faculty Teaching Consortium Academy of Management Annual Meeting (Boston)
2022	STR Dissertation Consortium participant Academy of Management Annual Meeting (Seattle)
2021	TIM Division Doctoral Consortium participant Academy of Management Annual Meeting (Virtual)
2021	Strategy Science Doctoral Workshop Participant (Virtual)
Technical Skills	C++, Python, R, Stata, Matlab
Languages	Turkish (excellent), English (excellent), German (fluent), Portuguese (B1), Spanish (A2)