

**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**

Ilseven, E., Ghosh, S., Kingler-Hans, L., Pape, N., Vo, H. M., Zhao-Ding, A., ... & Teece, D. J. (2026). Exploring the minds of visionary scholars: evolution in strategy and strategy in evolution. *Strategic Management Review*, 1-27.

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

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

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

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

Ilseven, E. & Mendoza M. (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**

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| 2026 | <i>Runner-up for Best Paper on Environmental &amp; Social Practices by OMT Division, Paper titled “When Controversies Hurt or Help: How Event Morality and Specificity Drive Market Peer Reactions”</i><br>Academy of Management Annual Meeting |
| 2026 | <i>Conference Best Paper “When Controversies Hurt or Help: How Event Morality and Specificity Drive Market Peer Reactions”</i><br>Academy of Management Annual Meeting                                                                          |
| 2022 | <i>INFORMS/Organization Science Best Dissertation Proposal Competition Finalist</i><br>INFORMS Conference 2022 - Indianapolis                                                                                                                   |
| 2019 | <i>Outstanding Tutor Award</i><br>INSEAD                                                                                                                                                                                                        |

### **Teaching Activities**

#### **Teaching Cases**

- E. Ilseven, P. Rajsingh, K. Lakishyk, (2026) *A Time to Leave the Nest: Globalization at Nestoria & Nestoria in the Land of the Bantu*, fictional case developed for international market expansion and stakeholder management.
- 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 Wińk?*, Live Case of Wińk, international retail market leader in eyebrow care service.

#### **Courses**

- *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

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| 2015 – Today | <b>Ad hoc reviewer.</b> Strategic Management Journal, Academy of Management Review, Organization Science, Management Science, Strategy Science, Journal of Organization Design                                      |
| 2026 – 2029  | <b>Editorial Review Board Member</b> of <i>Academy of Management Review</i> .                                                                                                                                       |
| 2026 – Today | <b>Scientific Board Member of <i>The Family Business Platform</i>.</b> Advise <i>The Family Business Platform</i> of Católica Lisbon SBE on scientific activities, collaborations, and dissemination possibilities. |
| 2025 – 2028  | <b>Member of Scientific Council.</b> Elected member as a representative of assistant professors in the academic governance body comprising full, associate, and designated assistant professors.                    |
| 2025 – 2026  | <b>Global Seminar Coordinator.</b> Responsible for coordinating research unit seminar schedule across all groups of the business school.                                                                            |
| 2024 – 2026  | <b>Area Seminar Coordinator for Strategy, Organizations, and Entrepreneurship.</b> Responsible for organizing group seminars.                                                                                       |
| 2025         | <b>Member of AI Task Force.</b> 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         | <b>Organizer of SMS Istanbul Extension “Firms in the Lab”. <i>Frontiers of Experimentation</i>”</b> 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)

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| 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*

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|-------|-----------------------------------------------------------------------------|
| 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*

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| 2026 | Gala Presentation at “À Table!” Hospitality, Food, and Wine Conference (Lyon, France) |
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#### *Collective Confusion without Compliance or Coordination*

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

#### *Relativity of Complexity: Quantifying Simon’s Scissors*

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|------|---------------------------------------------------------|
| 2025 | Poster at TOM Society Annual Meeting (Odensee, Denmark) |
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#### *Curiosity Saves the Cat: Broadening and Deepening Search*

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|------|---------------------------------------------------------|
| 2025 | Poster at TOM Society Annual Meeting (Odensee, Denmark) |
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#### *How Does Family Involvement Drive Organizational Resilience? An Investigation of Developing Economy Firms*

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| 2025* | Academy of Management Annual Meeting (Copenhagen) |
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#### *Reeling in the Burnout: Organization Design as a Stress Regulator in Interdependent Task Environments*

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| 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, 29<sup>th</sup> 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, 1<sup>st</sup> 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)