

**THOMAZ TEODOROVICZ**

Brazilian, born in 1991

Languages: English (fluent), Portuguese (native), Spanish (advanced)

Keywords: strategic management, governance forms, societal challenges, people development, future of work

**EMPLOYMENT****2022– Copenhagen Business School**

current CBS Executive Foundation Chair in Leadership - Assistant Professor (2025 – onwards)

Assistant Professor (2022–2024)

**2019–2022 Harvard Business School** (Postdoctoral Researcher)**RESEARCH APPOINTMENTS****2025 HEC Paris - Society & Organizations Institute** (Visiting Researcher)**2024/2025 INSEAD - Stone Centre for the Study of Wealth Inequality** (Visiting Researcher)**2024 INSEAD - Strategy Unit** (Visiting Faculty)**2023 SDA Bocconi School of Management - ION Management Science Lab** (Academic Fellow)**EDUCATION****2019 Insper Institute of Education and Research** (Ph.D. in Business Economics)**2018 University of Toronto - Rotman School of Management** (Visiting Ph.D. Student)**2015 Federal University of Paraná** (M. Phil. in Public Policy)**2012 Federal University of Paraná** (B.A. in Economics)**RESEARCH****Publications**

1. Teodorovicz, T., Choudhury, P., Starr, E. (2024) "Location-Specificity and Relocation Incentives for Remote Workers," *Organization Science*. <https://doi.org/10.1287/orsc.2023.17712>
2. Teodorovicz, T., Lazzarini, S., Cabral, S., McGahan, A. (2023) "Investing in General Human Capital as a Relational Strategy: Evidence on Flexible Arrangements with Contract Workers," *Strategic Management Journal*. <https://doi.org/10.1002/smj.3571>
3. Teodorovicz, T., Lazzarini, S., Cabral, S., Nardi, L. (2022) "Can Public Organizations Perform Like Private Firms? The Role of Heterogeneous Resources and Structured Practices," *Organization Science*. <https://doi.org/10.1287/orsc.2022.1634>
4. Lazzarini, S., Cabral, S., Firpo, S., Teodorovicz, T. (2022) "Why are counterfactual assessment methods not widespread in outcome-based contracts? A formal model approach," *Journal of Public Administration Research and Theory*. <https://doi.org/10.1093/jopart/muab052>
5. Teodorovicz, T., Sadun, R., Kun, A., Shaer, O. (2022) "Multitasking while Driving: Results from a Time-Use Study of Commuting Knowledge Workers," *International Journal of Human-Computer Studies*. <https://doi.org/10.1016/j.ijhcs.2022.102789>
6. Teodorovicz, T., Sadun, R., Kun, A., Shaer, O. (2021) "How Does Working from Home during COVID-19 Affect What Managers Do?" *Human-Computer Interaction*. <https://doi.org/10.1080/07370024.2021.1987908>

**Working Papers (with full drafts)**

7. "Diversity or Inclusion? Evidence from Disability Quota and Inclusion Laws in Brazil" (with L. Nardi, M. Huysentruyt, and T. Obloj – 2<sup>nd</sup> R&R at *Organization Science*)
8. "Multi-Unit Ownership and Human Capital Reconfiguration: Evidence from Education Groups" (solo-authored – R&R at *Strategic Management Journal*)
9. "When do Political Actors Fail to Reward Connected Firms? The Contingent Role of Political Parties' Human Capital Resources" (with P. Arvate and K. Barbosa – R&R at *Strategic Management Journal*)

10. "Governing Leviathan: Assessing the Effect of Reforms to Improve the Governance of State-Owned Enterprises" (with D. Dutra, S. Lazzarini, and J. Carneiro – R&R at *Journal of Management Studies*)
11. "Commentary: On the Unique Value of a "Scientific Approach" To Entrepreneurship" (with A. Gambardella and A. Camuffo – 2<sup>nd</sup> R&R at *Strategic Entrepreneurship Journal*)
12. "Can Organizations Benefit by Including Employees in Manager Selection? Evidence from the Education Sector" (with S. Karim and M. Higgins – Preparing submission to *Strategic Management Journal*)

#### **AWARDS, FELLOWSHIPS, GRANTS, AND RECOGNITIONS**

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| 2024 | Outstanding Service to the Strategic Management Society Recognition – Competitive Strategy IG<br>Excellence in Teaching Recognition – Copenhagen Business School (top-10% highest rated faculty)<br>84 <sup>th</sup> AOM STR Division Research Awards (finalist)<br>84 <sup>th</sup> AOM Outstanding Reviewer Award – Strategic Management Division   |
| 2023 | Excellence in Teaching Recognition – Copenhagen Business School (top-10% highest rated faculty)<br>SMS Best Competitive Strategy Proposal for Creativity Award - SMS 43 <sup>rd</sup> Annual Conference (finalist)<br>SMS Best Responsible Research Paper Prize - SMS 43 <sup>rd</sup> Annual Conference (nominated)<br>SMS Best Research Methods Paper Prize - SMS 43 <sup>rd</sup> Annual Conference (nominated)<br>83 <sup>rd</sup> AOM Outstanding Reviewer Award – Strategic Management Division |
| 2022 | SMS Outstanding Reviewer Award – Knowledge and Innovation - SMS 42 <sup>nd</sup> Annual Conference<br>SMS Outstanding Reviewer Award – Stakeholder Management - SMS 42 <sup>nd</sup> Annual Conference  |
| 2021 | SMS Outstanding Reviewer Award – Knowledge and Innovation - SMS 41 <sup>st</sup> Annual Conference<br>Lemann Research Grant - "Critically Examining Business Models in Private Higher Education Services in Brazil" (joint with Carlos Inoue and Deepak Somaya) - USD 20,000<br>81 <sup>st</sup> AOM Best Papers and Proceedings (Top-10% Best Papers) – STR Division<br>81 <sup>st</sup> AOM Best Papers and Proceedings (Top-10% Best Papers) – PNP Division  |
| 2020 | SMS Best Conference Paper Prize - SMS 40 <sup>th</sup> Annual Conference (finalist, top-10 papers)<br>SMS Best Strategic Human Capital Paper Prize - SMS 40 <sup>th</sup> Annual Conference (finalist, top-5 papers)<br>SMS Best Research Methods Paper Prize - SMS 40 <sup>th</sup> Annual Conference (nominated, top-34 papers)   |
| 2019 | SMS Best Conference Paper Prize – SMS 39 <sup>th</sup> Annual Conference (finalist, top-10 papers)<br>SMS Best Strategic Human Capital Paper Prize – SMS 39 <sup>th</sup> Annual Conference (finalist, top-5 papers)<br>SMS Best Research Methods Paper Prize – SMS 39 <sup>th</sup> Annual Conference (finalist, top-6 papers)   |
| 2017 | FAPESP International Exchange Program Grant - USD 20,000  |
| 2017 | FAPESP Doctoral Scholarship   |
| 2015 | INSAPER Doctoral Scholarship  |
| 2013 | CAPES Masters Scholarship   |
| 2012 | State Economic Council Award – Best Graduating Student (Federal University of Paraná)   |

#### **PRESENTATIONS AT INVITED SEMINARS, CONFERENCES, AND WORKSHOPS**

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| 2025 | WU Vienna – Institute for International Business (invited seminar), Vienna (Austria)<br>2025 Sumantra Ghoshal Strategy Conference, London (UK) [planned]<br>Strategy Science Conference, Barcelona (Spain) [planned]<br>17 <sup>th</sup> Annual Research Conference of the ARCS, Paris (France)<br>Strategic Management Society – Special Conference, Palermo (Italy)<br>2 <sup>nd</sup> Management in Emerging Markets Conference, Toronto (Canada) |
| 2024 | New York University - Stern School of Business (invited seminar), New York (USA)<br>Northwestern University – Kellogg School of Management (invited seminar), Evanston (USA)<br>INSEAD (invited seminar), Singapore (Singapore) and Fontainebleau (France)<br>University of North Carolina at Chapel Hill (invited seminar), Chapel Hill (USA)   |

- IESE Business School (invited seminar), Barcelona (Spain)  
 HEC Paris (invited seminar), Paris (France)  
 Rutgers Business School (invited seminar), Newark (United USA)  
 ESMT Berlin (invited seminar), Berlin (Germany)  
 ESSEC Business School (invited seminar), Singapore (Singapore)  
 Singapore Management University (invited seminar), Singapore (Singapore)  
 National University of Singapore (invited seminar), Singapore (Singapore)  
 Strategic Management Society 44<sup>th</sup> Annual Conference, Istanbul (Turkey)  
 84<sup>th</sup> Academy of Management Annual Meeting, Chicago (US)  
 2024 Sumantra Ghoshal Strategy Conference, London (UK)  
 Strategic Management Society – Special Conference, Washington, D.C. (USA)  
 DRUID24 Conference, Nice (France)  
 IESE, IE, UC3M – 2024 Madrid Work and Organizations Workshop, Madrid (Spain)  
 AOM STR Virtual Symposium on Strategic Human Capital Research (invited presenter), online  
 Strategic Human Capital Interest Group Virtual Brownbag Speaker (invited presenter), online
- 2023 Centre for Entrepreneurial Growth & Scaling at the University of Galway (invited seminar), online  
 Strategic Management Society 43<sup>rd</sup> Annual Conference, Toronto (Canada)  
 83<sup>rd</sup> Academy of Management Annual Meeting, Boston (USA)  
 DRUID23 Conference, Lisbon (Portugal)  
 Strategy Science Conference, LMU, Munich (Germany)  
 SIE (Strategy, Innovation, and Entrepreneurship) Seminar Series (invited seminar), online  
 IESE, IE, UC3M – 2023 Madrid Work and Organizations Workshop, Madrid (Spain)  
 Bocconi Workshop on Non-Market Strategy (poster session), Bocconi University, Milan (Italy)  
 BI Norwegian Business School (invited seminar), Oslo (Norway)  
 INSEAD – Conference “*Strategy Process Research: Then, Now, and Next*” (invited presenter), Fontainebleau (France)  
 Centre for Entrepreneurial Growth & Scaling (invited seminar), online
- 2022 ETH Zurich (invited seminar), Zurich (Switzerland)  
 Interamerican Development Bank Seminar on SOEs (guest speaker), Seul (South Korea)  
 Insper Institute of Education and Research (invited seminar), São Paulo (Brazil)  
 Strategic Management Society 42<sup>nd</sup> Annual Conference, London (England)  
 82<sup>nd</sup> Academy of Management Annual Meeting, Seattle (USA)  
 Strategic Management Society – Special Conference, Milan (Italy)  
 DRUID22 Conference, Copenhagen (Denmark)  
 Strategy Science Conference, New York University, New York (USA)
- 2021 Copenhagen Business School (invited seminar), Copenhagen (Denmark)  
 Bocconi University (invited seminar), Milan (Italy)  
 Nova School of Business (invited seminar), Porto (Portugal)  
 Skema School of Business (invited seminar), Paris (France)  
 NEOMA Business School (invited seminar), Paris (France)  
 University of Pittsburgh (invited seminar), Pittsburgh (US)  
 Instituto de Empresas Madrid (IE Madrid) (invited seminar), Madrid (Spain)  
 DRUID21 Conference, Copenhagen (DK)  
 15<sup>th</sup> Wharton People and Organizations Conference, Philadelphia/Virtual (US)  
 Oxford Annual Conference on Professional Service Firms, Oxford/Virtual (UK)  
 Strategic Management Society 41<sup>th</sup> Annual Conference, Toronto/Virtual (Canada/Virtual)  
 Best Practices for Reliable Quantitative Research in Strategy (SMS), (Canada/Virtual)  
 81<sup>st</sup> Academy of Management Annual Meeting, online  
 Annual Conference of the Society for Institutional and Organizational Economics, online  
 Cornell University/Strategy/Macro/OB (brownbag presentation), Ithaca (US)  
 Strategy Science Conference, Virtual/HBS (US)  
 Cornell University/Dyson (invited seminar), Ithaca (US)  
 Digital Doctoral Workshop - Harvard Business School Digital Initiative, Boston (US)  
 University of Illinois at Urbana-Champaign (invited seminar), Urbana-Champaign (US)  
 University of Cincinnati (brownbag seminar), Cincinnati (US)  
 Ibmecc Seminar (invited seminar), São Paulo (Brazil)
- 2020 Strategic Management Society 40<sup>th</sup> Annual Conference, online  
 14<sup>th</sup> Wharton People and Organizations Conference, online

Organization Science Conference “Experiments in Organization Theory,” online  
REACH Research Conference (invited presentation), Toronto (Canada)

- 2019 Strategic Management Society 39<sup>th</sup> Annual Conference, Minneapolis (US)  
79<sup>th</sup> Academy of Management Annual Meeting, Boston (US)  
Goethe University Frankfurt (invited seminar), Frankfurt (Germany)  
Annual Conference of the Society for Institutional and Organizational Economics, Stockholm (Sweden)  
Strategy Science Conference, Salt Lake City (US)
- 2018 78<sup>th</sup> Academy of Management Annual Meeting – Strategy Doctoral Consortium, Chicago (US)  
Rotman School of Management (brownbag seminar), Toronto (Canada)  
Rethinking Cross-Sector Social Innovation – Harvard Kennedy School, Boston (US)  
Strategic Management Society Special Conference, São Paulo (Brazil)
- 2017 77<sup>th</sup> Academy of Management Annual Meeting, Atlanta (US)  
Institutional and Organizational Economics Academy (IOEA), Corsica (France)

## COMMUNITY ENGAGEMENT AND SERVICE

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### Editorial Review Board Member

Strategic Management Journal, Journal of Organization Design

### Ad hoc Reviewer

Organization Science, Administrative Science Quarterly, Management Science, Academy of Management Journal, Strategy Science, Journal of Management, Journal of Management Studies, Global Strategy Journal, Strategic Entrepreneurship Journal, Strategic Organization, Journal of Public Administration Research and Theory, The Economic Journal, Journal of the European Economic Association

- 2025 Rep-at-Large at the SMS Stakeholder Strategy Interest Group (elected position)  
Member of the AOM STR Research Committee (appointed position)  
Member of the AOM STR Member Engagement Committee (appointed position)
- 2024 Rep-at-Large at the SMS Competitive Strategy Interest Group (elected position)  
Rep-at-Large at the SMS Strategic Human Capital Interest Group (elected position)  
Member of the AOM STR Member Engagement Committee (appointed position)  
Organizer of the Panel “Competitive Advantage and the Market for Addressing Grand Challenges”  
Co-Organizer of the Workshop “Tenure Package: How do Letter Writers Read and Evaluate It?” at the Strategic Management Society 44<sup>th</sup> Annual Conference (with Maria Roche)  
Co-Organizer of the Panel “AI at Work: AI as a Co-Worker” at the Strategic Management Society 44<sup>th</sup> Annual Conference (with Metin Sengul, Arikan Asli, and Karenn Schnatterly)
- 2023 Rep-at-Large at the SMS Competitive Strategy Interest Group (elected position)  
Rep-at-Large at the SMS Strategic Human Capital Interest Group (elected position)  
Member of the AOM STR Member Engagement Committee (appointed position)  
Organizer of the Panel “Strategic Human Capital, Social Impact, and Competitiveness” at the Strategic Management Society 43<sup>rd</sup> Annual Conference  
Co-Organizer of the Panel “Experimentation in Corporate Firms” at the Strategic Management Society 43<sup>rd</sup> Annual Conference (with Nadine Schultz and Chiara Spina)  
Co-Organizer of the Workshop “Tenure Package: How do Letter Writers Read and Evaluate It?” at the Strategic Management Society 43<sup>rd</sup> Annual Conference (with Elena Plaksenkova)  
Panelist on the Symposium “Scientific Decision-Making in Large Organizations: Challenges, Opportunities, and Questions” at the 83<sup>rd</sup> Annual Meeting of the Academy of Management  
Co-Organizer of the Professional Development Workshop “The New Geography of Work and its Impact on Innovation and Social Dimensions” at the 83<sup>rd</sup> Annual Meeting of the Academy of Management (with Marco Minervini, Jasmina Chauvin, and Victoria Sevcenko)
- 2022 Member of the AOM STR Member Engagement Committee (appointed position)
- 2021 Mentor at the SMS Strategic Human Capital Interest Group Doctoral Student Mentorship Program

Organizer of the Professional Development Workshop “Using Employer-Employee Panel Matched Datasets to Advance Management Research” at the 81<sup>st</sup> Annual Meeting of the Academy of Management (with Carlos Inoue)

- 2020      Organizer of the Panel “Strategic Human Capital Theory in the Future-of-Work” at the SMS 40<sup>th</sup> Annual Conference (with Anita McGahan)  
Organizer of the Harvard Business School CCC Visiting Student Seminar Series

## TEACHING AND EDUCATION

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- 2024      INSEAD  
Introduction to Strategy (MBA, 2024) – Average Evaluation: 4.7 / 5
- 2022-2024      Copenhagen Business School  
Strategic Management and People Development (Masters, 2023-2025) – Average Evaluation: 4.7 / 5  
Strategic Management and Innovation (Masters, 2022-2023) – Average Evaluation: 4.8 / 5  
Foundations of Strategy (PhD, 2023-2025) – Average Evaluation: 4.7 out of 5  
Field Trip to Brazil - Entrepreneurship in Emerging Economies (Masters, 2024) – Mentor
- 2020-2022      Harvard Business School  
Strategic Management (MBA, Teaching Associate, 2022)  
“*Benchmarking MBA Core Strategy Courses*” (Project with Juan Alcácer, 2020-2021). Please contact me for the summarized public version of the report (presented at the 2021 Strategy Science Conference)
- 2016-2019      Insper Institute of Education and Research  
Measuring Social Impact (Executive Education, Teaching Associate, 2018-2019)  
Organizational Strategy (Undergraduate, Teaching Associate, 2018-2019)  
Social Impact Lab (Undergraduate, Teaching Associate, 2018)  
Math Boot Camp (PhD, Teaching Associate, 2016)

## OTHER WORK

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### Extended Abstracts in Best Conference Paper Proceedings

1. Teodorovicz, T. (2021) “Can Transfer Methods Skew Knowledge Adoption? Experiments on Transferring Multiple Knowledge Inputs”, 2021 Academy of Management Best Papers and Proceedings. doi: <https://doi.org/10.5465/AMBPP.2021.9> [abridged version]
2. Lazzarini, S., Cabral, S., Firpo, S., and Teodorovicz, T. (2021) “Counterfactual assessment methods and outcome-based contracts: A formal model approach”, 2021 Academy of Management Best Papers and Proceedings. doi: <https://doi.org/10.5465/AMBPP.2021.17> [abridged version]

### Practitioner-oriented Publications

3. Choudhury, P., Starr, E., Teodorovicz, T (2022)\* “Work-from-anywhere as a public policy: 3 findings from the Tulsa Remote program,” *Brookings Reports* (online). Available online: [Link \(click here\)](#)
4. Kun, A., Shaer, O., Sadun, R., Teodorovicz T. (2020)\* “Where did the commute time go?”, Harvard Business Review (online). Available online: [Link \(click here\)](#)

### Publications in Brazil

5. Teodorovicz, T., Leandro, T., and Esteves, L.A. (2015), “The evolution of a methodology for relevant market definition: an analysis of CADE’s jurisprudence on private higher educational markets”, *Economic Analysis of Law Review*, 6(2).
6. Teodorovicz, T., Pelaez, V., and Guimarães, T. (2016), “Os mercados relevantes do ramo de agrotóxicos”, *Ensaio FEE*, 36(4). [“Relevant Markets in the Pesticide Industry”]
7. Pelaez, V., Teodorovicz, T., Guimarães, T., da Silva, L. R., Moreau, D., and Mizukawa, G. (2016) “A dinâmica do comércio internacional de agrotóxicos”, *Revista de Política Agrícola*, 25(2). [“The dynamics of international pesticide trade”]

8. Pelaez, V., da Silva, L. R., Guimarães, T., Dal Ri, F., Teodorovicz, T., (2015) “A (des)coordenação de políticas para a indústria de agrotóxicos no Brasil”, *Revista Brasileira de Inovação*, 14. [“The (dis)coordination of policies regarding the Brazilian pesticide industry”]
9. Oliveira, A. B., Teodorovicz, T., Esteves, L. A., Cardoso, M. (2014) “Unidades Paraná Seguro e segurança pública no município de Curitiba” (2014), *Revista de Políticas Públicas*, 18(2). [“Unidades Paraná Seguro and public safety in the city of Curitiba”]

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## OTHER ACADEMIC APPOINTMENTS

2021	Cornell University, Dyson School of Applied Economics and Management (Virtual Visiting Scholar, sponsored by Daniela Scur)
2020	University of Illinois at Urbana-Champaign, Gies College of Business (CCC Visiting Scholar, sponsored by Deepak Somaya)
2019-2022	World Management Survey Project (Research Associate)
2016-present	Inspere Metrics – Center for Socioenvironmental Impact Assessment (Research Fellow)
2018-2019	Management and Operational Practices Survey Project – Pakistan (Research Assistant to John Van Reenen (MIT/LSE) and Renata Lemos (World Bank))

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## REFERENCES

### Anita M. McGahan

University Professor and George E. Connell Chair in Organizations and Society  
University of Toronto  
(Rotman School of Management)  
[anita.mcgahan@rotman.utoronto.ca](mailto:anita.mcgahan@rotman.utoronto.ca)

### Juan Alcácer

James J. Hill Professor of Business Administration  
Harvard Business School  
Strategy Unit  
[jalcacer@hbs.edu](mailto:jalcacer@hbs.edu)

### Sérgio Lazzarini

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### Evan Starr

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