

## JIHO YANG

Management & Entrepreneurship Department, Imperial College London  
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### EDUCATION

#### Imperial College London, London, United Kingdom

- PhD Candidate in Management & Entrepreneurship 2019 – Present  
 Advisors: Paola Criscuolo & Dmitry Sharapov
- Master in Research (with Distinction) 2019

#### Yonsei University, Seoul, South Korea

- Master of Science in Business Administration (*summa cum laude*) 2018
- Bachelor of Business Administration 2015

### RESEARCH INTERESTS

I am an innovation researcher with a focus on understanding how organizational structure impacts innovation and creativity. Specifically, I explore two main areas: (1) identifying key contingencies under which organizational structure results in different innovative outcomes, and (2) discovering novel mechanisms connecting the structural characteristics of a firm with the behaviors and performance of creative employees. Another stream of my research investigates the upper echelon of firms from a cognitive perspective, focusing on the micro-mechanisms that influence crucial firm-level outcomes, such as board composition and technological search.

*Keywords:* Innovation; Creativity; Organizational Structure; Upper Echelons Theory; Corporate Strategy

### WORKING PAPERS & WORKS IN PROGRESS

- [1] **Yang, J.**, Criscuolo, P., & Silverman, B. The Organizational Structure of Development and Firm Innovation  
 - Preparing for resubmission after *Reject & Resubmit* at *Strategic Management Journal*
- [2] **Yang, J.**, Criscuolo, P., & Sharapov, D. The Role of Autonomy in Problem Formulation and Creativity of R&D Workers  
 - Manuscript available
- [3] **Yang, J.** & Park, K. M. Searching by Looking Backward: The Effect of Top Management's Past Focus on Problemistic R&D Search  
 - Winner, *Best Paper Award*, 2017 Korean Strategic Management Society Conference
- [4] Lee, Y. G., Jung, H. J., & **Yang, J.** Racial Minority Representation on the Board and Foreign Competition Threat  
 - Preparing for submission to *Academy of Management Journal*
- [5] **Yang, J.** The Effect of Corporate Downsizing on the Formation of Boundary-Spanning Inventor Teams  
 - Data analysis in progress

### SELECTED HONORS & AWARDS

- Distinction on Thesis Project**, Imperial College London 2019
- Best Paper Award**, Korean Strategic Management Society Conference 2017
- Scholarship for Achievement**, Jeju International Scholarship Foundation 2016
- Honors Scholarship**, Yonsei University 2009 – 2013

**CONFERENCE PRESENTATIONS**


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[1] The Organizational Structure of Development and Firm Innovation	
- Sumantra Ghoshal Conference, London, United Kingdom	2023
- CCC Conference, St. Gallen, Switzerland	2023
- SEI Consortium, Rotterdam, Netherlands	2023
- SMS Annual Conference, London, United Kingdom	2022
- DRUID, Copenhagen, Denmark	2021
- AOM Annual Meeting	2021
[2] The Role of Autonomy in Problem Formulation and Creativity of R&D Workers	
- SMS Annual Conference, Toronto	2023
[3] Searching by Looking Backward: The Effect of Top Management's Past Focus on Problemistic R&D Search	
- AOM Specialized Conference, Surrey, United Kingdom	2018
- AOM Annual Meeting, Atlanta, GA	2017
- Korean Strategic Management Society Conference, Seoul, South Korea	2017
[4] Racial Minority Representation on the Board and Foreign Competition Threat	
- Imperial College M&E Conversation, London, United Kingdom	2023
- Competitive Dynamics Conference, London, United Kingdom	2023

**INVITED PRESENTATIONS**


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[1] The Organizational Structure of Development and Firm Innovation	
- Duke University	2023
- University of Pennsylvania	2023
- SKEMA	2023
- Bocconi University	2022
- Grenoble Ecole de Management	2022
- University of Sussex (SPRU)	2022
- HEC Paris	2021
- TECHNIS seminar	2021

**TEACHING EXPERIENCE**


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<b>Imperial College London</b>	
Module Tutor, Entrepreneurship online (Dr. Cristobal Garcia-Herrera)	2021 – 2022
Teaching Assistant, Strategy & Innovation in Digital Business (Prof. Anu Wadhwa)	2023
Teaching Assistant, Technology & Innovation Management (Prof. Paola Criscuolo)	2022
Teaching Assistant, Innovation Management (Prof. Chris Tucci)	2021
Teaching Assistant, Entrepreneurship (Prof. Jaemin Lee)	2021
<b>Yonsei University</b>	
Teaching Assistant, Start-up Consulting (Prof. Kyung Min Park)	2017
Teaching Assistant, Venture Field Study (Prof. Kyung Min Park)	2017
Teaching Assistant, Strategic Management (Prof. Kyung Min Park)	2015 – 2016

**OTHER RESEARCH EXPERIENCE**


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Research Assistant, Imperial College London	2019 – Present
Research Assistant, Ulsan National Institute of Science and Technology	2018
- Project title: The 4 <sup>th</sup> Industrial Revolution and the Coevolution of Firms and Consumers	

Research Assistant, Yonsei University 2017 – 2018  
- Project title: Interrelationship between Organizational Learning, Competitive Strategy, and Firm Performance

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#### ACADEMIC SERVICE

Reviewer, Academy of Management Annual Meeting	2018 – Present
Reviewer, Strategic Management Society Annual Conference	2022 – Present
Editorial Assistant, Yonsei Business Review, Yonsei Business Research Institute	2016 – 2017

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#### SKILLS

Python (Web-scraping & NLP), STATA, R, MATLAB

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#### LANGUAGES

English (fluent), Korean (native), Spanish (basic)

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#### REFERENCES

##### **Paola Criscuolo**

Professor of Innovation Management  
Imperial College London  
[p.criscuolo@imperial.ac.uk](mailto:p.criscuolo@imperial.ac.uk)

##### **Dmitry Sharapov**

Associate Professor of Innovation, Entrepreneurship  
& Strategy  
Imperial College London  
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##### **Brian Silverman**

Professor of Strategic Management & J.R.S. Prichard  
and Ann Wilson Chair in Management  
Rotman School of Management  
[brian.silverman@rotman.utoronto.ca](mailto:brian.silverman@rotman.utoronto.ca)

##### **HeeJung Jung**

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