

Johanna Mair

January 2023

Professor of Organization,
Strategy and Leadership
Hertie School
Friedrichstrasse 180
10117 Berlin - Germany
mair@hertie-school.org

Co-Director Global Innovation for Impact Lab
Center on Philanthropy and Civil Society
Stanford University
Crown Quadrangle - 559 Nathan Abbott Way
Stanford, CA 94305 - USA
jmair@stanford.edu

Academic Positions Held

- Since 2017 Co-Director Global Innovation for Impact Lab, Stanford Center on Philanthropy and Civil Society, Stanford University, USA
- Since 2012 Professor of Organization, Strategy and Leadership, Hertie School, Berlin, Germany
- Since 2010 Distinguished Fellow and Academic Editor *Stanford Social Innovation Review*, Stanford Center on Philanthropy and Civil Society, Stanford University, USA
- 2016-2018 Academic co-director of the Social Innovation and Change Initiative at the Harvard Kennedy School, USA
- 2012-2013 Visiting Professor of Social Entrepreneurship, INSEAD, Fontainebleau and Singapore
- 2001-2011 Associate Professor, IESE Business School, University of Navarra, Barcelona, Spain (from 2001-2006 Assistant Professor)
- 2010 Visiting Scholar (sabbatical), Harvard Business School, Boston, USA
- 2009 Visiting Scholar (sabbatical), Stanford University, Stanford, USA
- 2008 SCANCOR Visiting Scholar, Stanford University, Stanford, USA
- 2006 Fellow at the Center for Advanced Study in the Behavioral Sciences - Summer Institute on "Economy and Society: Trajectories of Capitalism", Stanford, USA

Education

- June 2001 Ph.D. in Management (Strategy), INSEAD, Fontainebleau, France
- July 1998 Master of Science in Management, INSEAD, Fontainebleau, France
- June 1993 Post Graduate Diploma in International Relations, The Johns Hopkins University – The Paul H. Nitze School of Advanced International Studies – Bologna, Italy
- July 1991 Bachelor in Social and Economic Sciences, Wirtschaftsuniversität – Vienna, Austria
First Class Honors - Ranked first among 273
Recognized as Laurea in Economia e Commercio by the Università degli Studi di Verona – Verona, Italy

Awards

- 2022 Best Reviewer Award Academy of Management Review.
- 2019 Winner of the 2019 Virginia A. Hodgkinson Research Book Prize (Awarded jointly by ARNOVA and Independent Sector) for “Innovation and Scaling for Impact – How effective Social Enterprises do it” (joint work with Christian Seelos and published by Stanford University Press).
- 2019 Winner of the Best Paper Award in Voluntas (Arnova) for “Purpose, Commitment and Coordination around Small Wins: A Proactive Approach to Governance in Integrated Hybrid Organizations” (joint work with Miriam Wolf).
- 2018 Winner of the ONE Division Best Book Award (Academy of Management) for “Innovation and Scaling for Impact – How effective Social Enterprises do it” (joint work with Christian Seelos and published by Stanford University Press).
- 2017 Winner of the Terry McAdam Book Award 2017 for most inspirational and useful new book contributing to nonprofit management “Innovation and Scaling for Impact – How effective Social Enterprises do it” (joint work with Christian Seelos and published by Stanford University Press).
- 2017 Shortlisted for the Thinkers 50 Distinguished Achievement Awards 2017 in the category Innovation Award.
- 2017 “Scaffolding: A Process of Transforming Patterns of Inequality in Small-scale Societies” (joint work with Miriam Wolf and Christian Seelos). Finalist for Best Paper of the Year 2016, Academy of Management Journal.
- 2016 “Front-Stage and Backstage Convening: The Transition from Opposition to Mutualistic Coexistence in Organizational Philanthropy” (joint work with Lisa Hehenberger). Best Paper Award 2016 by the Organizational Theory section of the German Business Research Association.
- 2015 Excellence Award for Research, Teaching and Citizenship at the Hertie School of Governance to honor extraordinary achievements in the Academic Year 2015/15
- 2015 Shortlisted for the Thinkers 50 Distinguished Achievement Awards 2015 in the category Social Enterprise.
- 2012 “Building Inclusive Markets in Rural Bangladesh: How Intermediaries Work Institutional Voids” (joint work with Ignasi Martí and Marc Ventresca). Finalist for Best Paper of the Year 2012, Academy of Management Journal.
- 2010 “Not a field, not an industry . . . what then? Using the community as a level of analysis to study the genesis of field formation” (joint work with Lisa Hehenberger). Finalist for the EGOS 2009 Best Paper Award.
- 2008 Gold Prize IFC - Financial Times Essay Competition (joint work with Christian Seelos).
- 2007 Annual Research Award at IESE Business School to honor outstanding course design and teaching.
- 2007 Faculty Pioneer Award in Social Entrepreneurship Education. Inaugural prize awarded by the Business and Society Program at the Aspen Institute and Ashoka.

- 2007 “Profitable business models and market creation in the context of deep poverty: A strategic view”(joint work with Christian Seelos). SMS Best Conference Paper for Practice Implication Award. Strategic Management Society Conference 2007.
- 2006 “Social Entrepreneurship”. Book nominated as Most Promising Management Book. European Academy of Management.
- 2006 “Entrepreneurship in and around institutional voids” Paper nominated for Best Paper Award European Academy of Management Meeting (joint work with Ignasi Martí).
- 2005 Annual Research Award at IESE Business School to honor outstanding research activities over the last 3 years.
- 2003 “Sustained superior performance within established organizations: The role of middle managers in stimulating profit growth” Finalist for the Best Paper Award (one of three finalists) at the Annual Meeting of the Eastern Academy of Management.
- 2002 “How much do middle managers matter, really? An empirical study on their impact on sustained superior performance” Finalist for McKinsey Best Paper Award at the 22nd Annual International Conference of the Strategic Management Society.

Selected Conference Presentations, Keynotes and Invited Talks

- 2022 EM Lyon; Hong Kong Polytechnic University; ICE Brazil; GRONEN Research Conference; CSSI Partnership Conference; Cambridge University (2 times keynote); Track organizer at EGOS Colloquium; Track organizer at SASE; Bocconi University; EUCLID, Rotterdam Impact Fest; Rotterdam School of Management.
- 2021 Inaugural Emerging Market Seminar, Cornell University; Keynote at ISIRC Conference, Milano; Utrecht University; Keynote at the Academy of Management OMT Doctoral Consortium; Co-organizer Summer School on “After Capitalism - Micro and Macro-institutional Conditions of Transformation on Responsible Capitalism”; Track organizer at EGOS Colloquium; Track organizer at SASE.
- 2020 Keynote at the Canadian Academy of Management; University of Amsterdam; Rutgers University; HEC Montreal; Non Profit Management Institute, Stanford University; Academy of Management; Track organizer at EGOS Colloquium; Track organizer at SASE; World Economic Forum, Davos.
- 2019 Keynote at Hebrew University, Tel Aviv; STaR Research Conference on Responsible Innovation, Wirtschaftsuniversität, Vienna; Academy of Management Conference, Boston; Egos Colloquium, Edinburgh; Track organizer at SASE, New York; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Stanford University; Co-organizer Summer School on Responsible Capitalism, Venice; Wharton School, University of Pennsylvania; University of Alberta, Edmonton; World Economic Forum, Davos.
- 2018 Cass Business School, London; Hong Kong Polytechnic University, Hongkong; University of Technology Sydney, Sydney; Australian National University,

- Canberra; Singapore Management University, Singapore; University of Hamburg, Hamburg; University of Zurich, Zurich; European Business Forum, Odense; Medici Summer School, Bologna; Summer School on Responsible Capitalism, Venice; Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Stanford University; Strategic Management Society, Paris; Tilburg University, Tilburg; World Economic Forum, Davos.
- 2017
- Keynote at Mines Paris Tech, Paris; European Forum Alpbach (Austria); Academy of Management Conference, Atlanta; Track organizer EGOS Colloquium, Copenhagen; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Stanford University; Keynote at LUISS, Rome; Co-organizer SEFORIS Symposium, Brussels; ESCP, Paris; WK Org, Hamburg; Data for Purpose, Stanford University; World Economic Forum, Davos.
- 2016
- Keynote at Aston Business School, Birmingham; Keynote at the Southampton Business School, Southampton; Keynote at USC Marshall School of Business, Los Angeles; Humboldt University, Berlin; Track organizer EGOS Colloquium, Napoli; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Berlin; Convenor Frontiers of Social Innovation, Stanford University; Cosi conference at Stanford Graduate School of Business, Stanford; Rockefeller Foundation Innovation Summit, Rome; Price School of Public Policy, University of Southern California, Los Angeles; Friedrich Ebert Stiftung, Berlin.
- 2015
- International German Forum, Federal Chancellery Berlin; Entrepreneur Forum, Rotes Rathaus Berlin; Freie Universität, Berlin; Keynote at the Kongress der Sozialwirtschaft, Magdeburg; Saïid Business School, Oxford; Keynote at the Alberta Institutions Conference, Banff; EGOS Colloquium, Athens; Keynote at the ERNOP Conference, Paris; European Forum Alpbach; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society; Academy of Management Conference, Vancouver; Keynote a at the Sustainable Innovation and Entrepreneurship Academy, Politecnico Milano ; Annual Meeting of the New Champions - World Economic Forum, Dalian.
- 2014
- Frugal Innovation Conference, Dhaka; Social Inequality Conference organized by Volkswagen Stiftung, Hanover; Keynote at the Business and Sustainability Colloquium, Portland State University, Oregon; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society; Academy of Management Conference, Philadelphia; Annual Meeting of the New Champions - World Economic Forum, Tianjin.
- 2013
- Academy of Management Africa Conference, Johannesburg; Anniversary Event, Stanford Center on Philanthropy Conference, Beijing; Keynote at the Skoll World Forum, University of Oxford; ABC Conference at Harvard Business School, Boston; Conference on Inequality at Simon Frasier University, Vancouver; Keynote at the EMES Conference, Liege.
- 2012
- World Economic Forum, Davos; EGOS Colloquium, Oslo; Academy of Management, Boston, SCANCOR, Asilomar (USA); Keynote at SCANCOR PhD Workshop, Vienna.

- 2011 International Critical Studies Management Conference, Naples; Academy of Management, San Antonio; Global Economic Symposium, Kiel; International Symposium on Governance and Leadership in Hybrid Organizations; University of Heidelberg.
- 2010 Keynote at the European Forum Alpbach on New Work, Alpbach; Keynote at the Anschub Konferenz: Social Entrepreneurship: Dialog zwischen Wissenschaft, Studierenden und Praxis, Leuphana University, Lüneburg); Keynote at the LeaderSHE Forum, Vienna; Positive Social Change and Organization Conference, Boston; Winter Strategy Conference of the University of Brigham Young, Utah; International Symposium on Process Organization Studies, Rhodes; EGOS Colloquium, Lisbon; Academy of Management, Montreal; International CSR conference, Berlin.
- 2009 Keynote at the International Symposium on Education and Research to Promote Social Entrepreneurship, Tokyo; The Emergence of Organizations and Markets, South Tyrol; Workshop on New Institutionalism in Organization Theory, Napoli; International Conference on Institutions, Innovation, & Space, Edmonton, EGOS Colloquium, Barcelona; Keynote on Social Entrepreneurship at the Impact Hub, Berlin; Academy of Management, Chicago; PhD Academy: Design for Sustainability, Western Ontario; Workshop on Social Innovation, Vancouver.
- 2008 EGOS, Amsterdam; American Sociology Association, Boston; SEKN Conference at Harvard Business School, Boston; Academy of Management, Anaheim; SCANCOR anniversary conference at Stanford University.
- 2007 Skoll World Forum, Oxford; Workshop on Research on Institutional Work, Vancouver; EURAM, Paris; Co-convenor Third International Social Entrepreneurship Research Conference (ISERC), Copenhagen; EGOS Colloquium, Vienna; Academy of Management, Philadelphia; Strategic Management Society, San Diego.
- 2006 Conference on Ethics & Entrepreneurship at the University of Minnesota, Minneapolis; Strategic Faculty Research Forum, Philadelphia; Present and Future of Institutional Theory at the University of Edmonton, Alberta; EURAM, Oslo; Co-convenor Second International Social Entrepreneurship Research Conference (ISERC), New York; EGOS, Bergen; Academy of Management, Atlanta; Strategic Management Society, Vienna.
- 2005 Co-convenor First International Social Entrepreneurship Research Conference (ISERC), Barcelona; EURAM, Munich; Strategy Faculty Research Forum, Atlanta; Tällberg Forum, Sweden; Strategic Management Society, Orlando; European Academy of Business in Society (EABIS) , Warsaw.
- 2004 Academy of Management, New Orleans; Strategic Management Society, Puerto Rico; Strategy Faculty Research Forum 2004, Toronto; GRONEN Research Workshop 2004 , Granada.
- 2003 Academy of Management, Seattle; Strategic Management Society, Baltimore; Eastern Academy of Management, Porto; EURAM, Milano.
- 2002 Academy of Management, Denver; Strategic Management Society, Paris EGOS Colloquium, Barcelona; EURAM, Stockholm; Babson Kauffman Entrepreneurship Research Conference 2002, Boulder.

Research Grants and International Collaboration

- 2022-2025 Project "Rebalance". Re-embedding democracy in Capitalism. Financed under EU Horizon. Jointly with the University of Pisa, the Ca' Foscari University of Venice, the University of Stockholm, the Wageningen University in the Netherlands, the University of Bath in the United Kingdom, the Yaroslav Mudryi National Law University in Kharkiv in the Ukraine, the NGO Source International.
- 2021-2022 "Participatory Innovation in Times of Crisis and Beyond". Financed by the Volkswagen Foundation. Jointly with Leuphana University.
- 2020-2021 "Open Social Innovation. A real-time research project on the #WirvsVirus experiment to face COVID-19". Endorsed by the German Chancellery and financed by the Vodafone Institute and Vodafone Foundation Germany.
- 2018-2019 Project "I-Share". Financed by the BMBF- the German Ministry for Education and Research on the Sharing Economy.
- 2015-2018 Project "I-Share". Financed by the BMBF- the German Ministry for Education and Research on the Sharing Economy.
- 2013-2017 Project "Social Enterprise as a Force of more Inclusive and Innovative Societies. SEFORIIS. Financed under the Seventh Framework Programme (EU): Programme "Socio- Economic Science and Humanities". Jointly with KU Leuven, Aston University, University Autònoma de Barcelona, Stockholm School of Economics, Harvard Business School and Nesst.
- 2011-2014 Project "Innovation in Social Sector Organization" funded by the Rockefeller Foundation and conducted at the Center on Philanthropy and Civil Society at Stanford University (PACS) and the Hertie School of Governance.
- 2011-2014 Research grant by the Spanish Ministry of Education for a project on "Knowledge Sharing and Organizational Learning: A Multi-Level Analysis Project" (with Africa Ariño and Marco Tortoriello).
- 2010-2013 Research grant by the Portuguese Ministry of Research Fundacao da Ciencia e Tecnologia (with Caterina Moschieri).
- 2008-2011 Project "Social Entrepreneurs as Lead Users for Service Innovation" SELUSI with a specific focus on Eastern Europe financed under the Seventh Framework Programme (EU): Programme "Socio-Economic Science and Humanities". Jointly with LSE, KU Leuven, Stockholm School of Economics, Harvard Business School and partners from Eastern Europe.
- 2007-2009 Research grant by the Spanish Ministry of Education for a project on Corporate Strategy (jointly with Africa Ariño)
- 2005-2006 Funding for a project on "'Bottom of the Pyramid': Corporate - entrepreneurship partnerships for customer-, market-, and portfolio-development" granted by the European Academy of Business in Society (EABIS).
- 2004-2007 Asia Link - program to foster exchange and knowledge transfer in the area of social entrepreneurship between European and Asian Business Schools.

- 2004-2006 Teaching Innovation Project sponsored by the Aspen Institute. Eleven leading business schools worldwide shared innovative teaching approaches on how to integrate social and environmental issues into the MBA curriculum.
- 2003-2006 Research grant by the Spanish Ministry of Education for a project on Corporate Strategy (with Africa Ariño).

Editorial Boards and Reviewing Activities

Associate Editor Academy of Management Annals.

Academic Editor Stanford Social Innovation Review.

Series Editor Stanford Social Innovation Review Books, Stanford University Press.

Series Co-editor; Bürgergesellschaft und Demokratie Springer Verlag für Sozialwissenschaften.

Senior Editor Organization Studies.

Member of the editorial board of the Academy of Management Review, Academy of Management Discoveries and Organization Theory.

Ad Hoc Reviewing for: Administrative Science Quarterly, Academy of Management Perspectives, Academy of Management Journal, Research Policy, Journal of Management, Journal of Management Studies, Organization, Organization Studies, Journal of Business Venturing, Journal of World Business, European Management Review, Long Range Planning, Small Business Economics.

Academic Advisory Services

Member of the Scientific Quality Committee of WINIR (World Interdisciplinary Network for Institutional Research).

Member of the scientific advisory board of the Mistra Center for Sustainable Markets (MISUM) and the Global Challenge Initiative at Stockholm School of Economics (Sweden).

Member of the scientific advisory board of the Ethics, Responsibility and Sustainability Initiative at LUISS Business School (Italy).

Member of the scientific committee of the Chair on Philanthropy at ESSEC Business School, Paris (France).

Member of the academic advisory board of the INSEAD Social Entrepreneurship Initiative

Member of the academic advisory board of the Knowledge Center of the European Venture Philanthropy Association

Academic Affiliations

Academy of Management, EGOS - European Group for Organizational Studies, SASE - Society for the Advancement of Socio-Economics, Verband der Hochschullehrer für Betriebswirtschaft (WK ORG).

Institutional Advisory Services and Professional Experience

Board membership, consulting and advisory service to various globally operating companies, social ventures, foundations and international organizations, and governments. Illustrative

examples for past and present board services include the Schwabfoundation, Vodafone Stiftung Germany, Vodafone Institute Germany, ProjectTogether, Erste Foundation, Global Impact Hub, Blue Orchard and others.

Institutional advisory work for OECD, the European Commission, the German government and several ministries, the Colombian government, UNESCAP and the World Economic Forum.

Executive positions:

- | | |
|-----------|---|
| 1994-1996 | International Banking: Dresdner Bank (Frankfurt, Germany and New York, USA) and Arnhold S. Bleichroeder (New York, USA) |
| 1993-1994 | International Relations: Commission of the European Communities (Brussels, Belgium) |