

THOMAZ TEODOROVICZ

Brazilian Languages: English (fluent), Portuguese (native), Spanish (advanced)
 Keywords: strategy and social impact, leadership and people development, private-public interface, future of work

EMPLOYMENT

2022– **Copenhagen Business School – Department of Strategy and Innovation**
 current CBS Executive Foundation Chair in Leadership (2025 – onwards)
 Assistant Professor (2022 – onwards)
 2019-2022 **Harvard University – Laboratory for Innovation Science at Harvard (LISH)**
 Postdoctoral Researcher

RESEARCH APPOINTMENTS

2025 **HEC Paris - Society & Organizations Institute** (Visiting Researcher)
 2025-ong. **Geneva School of Economics and Management - Giga Research Lab** (Visiting Researcher)
 2024/25 **INSEAD - Stone Centre for the Study of Wealth Inequality; Strategy Unit** (Visiting Researcher)
 2023 **SDA Bocconi School of Management - ION Management Science Lab** (Academic Fellow)
 2016-ong. **Inspier Metricis - Center for Socioenvironmental Impact Assessment** (Research Fellow)

EDUCATION

2019 **Inspier 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

Main Academic Publications

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>

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>

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>

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>

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>

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>

Advanced Papers Invited for Resubmission

"Diversity or Inclusion? Evidence from Disability Quota and Inclusion Laws in Brazil" (with L. Nardi, M. Huysentruyt, and T. Obloj – 2nd Revise & Resubmit at *Organization Science*)

"When do Political Leaders Fail to Reward Connected Firms? The Contingent Role of Unelected Human Capital Resources" (with P. Arvate and K. Barbosa – Revise & Resubmit at *Strategic Management Journal*)

“Corporate Ownership and Human Capital Reconfiguration: Evidence from Private Higher Education” (*solo-authored – Revise & Resubmit at Strategic Management Journal*)

“Governing Leviathan: Assessing Reforms to Improve Leadership Governance in State-Owned Enterprises” (*with D. Dutra, S. Lazzarini, and J. Carneiro – Revise & Resubmit at Journal of Management Studies*)

“Commentary: On the Unique Value of a “Scientific Approach” to Entrepreneurs and Business Leaders” (*with A. Gambardella and A. Camuffo – 2nd Revise & Resubmit at Strategic Entrepreneurship Journal*)

Working Papers and Ongoing Projects

“Remote Learning, Comparative Governance, and the Grand Challenge of Providing Access to Higher Education” (*with I. Kivleniece – Submitted to Organization Science*)

“Can Organizations Benefit by Including Employees in Leadership Selection? Evidence from the Education Sector” (*with S. Karim and M. Higgins – Preparing submission to Strategic Management Journal*)

“Strategies at Entry of For-Profit and Non-Profit Firms in Public Services: Insights from Brazilian Higher Education” (*with C. Inoue and D. Somaya – Preparing submission to Organization Science*)

“Policy Leaders’ Preferences for Public-Private Collaborations to Resolve Grand Challenges: A Conjoint Study Design” (*with T. Ambos – Design stage*)

“The Market for Relocation Incentive Programs for Remote Workers: What Characteristics Should Local Leaders Prioritize?” (*with R. Choudhury and Evan Starr – Data collection stage*)

Other Academic Publications

Teodorovicz T., Cabral, S., Lazzarini, S. (2019) “Insider Econometrics: a Guide to Management Scholars” *RAUSP Management Journal*, 54(4).

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).

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”]

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”]

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”]

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”]

Extended Abstracts in Conference Best Paper Proceedings

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]

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

Teodorovicz, T., Ikawa, J. N., Fonseca, V. D., Lazzarini, S., Fritscher, A. C., Café, R. (2025). "Análise e Diagnóstico da Remuneração de Executivos e Membros do Conselho em Empresas Estatais no Brasil," *InterAmerican Development Bank Technical Notes 3102* ["Analysis and Diagnosis of Executive and Board Member Compensation in State-Owned Companies in Brazil"]

Coelho D., Teodorovicz, T., Fritscher, A. C., Café, R., Lazzarini, S., Ikawa, J. N. (2024). "Monitoring the Governance of State-Owned Enterprises," *InterAmerican Development Bank Working Paper Series 1590*. Available online: [Link \(click here\)](#)

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 \(click here\)](#)

Kun, A., Shaer, O., Sadun, R., Teodorovicz T. (2020)* "Where did the commute time go?", *Harvard Business Review* (online). Available online: [Link \(click here\)](#)

AWARDS, GRANTS, AND RECOGNITIONS

- 2025 CBS Executive Fonden Chair in Leadership
HEC Paris, Society & Organization Institute Research Support – EUR 3,000
Stone Centre for the Study of Wealth Inequality Research Support – EUR 1,500
- 2024 Otto Mønstedts Fond Travel Grant – DKK 7,500
INSEAD Research Support - Remote Learning and Comparative Governance – EUR 3,000
Outstanding Service to the Strategic Management Society Recognition – Competitive Strategy IG
Excellence in Teaching Recognition – Copenhagen Business School (top-10% highest rated faculty)
84th AOM STR Division Research Awards (finalist)
84th AOM Outstanding Reviewer Award – Strategic Management Division
- 2023 ION Management Science Lab – Research Support – EUR 25,000
Excellence in Teaching Recognition – Copenhagen Business School (top-10% highest rated faculty)
SMS Best Competitive Strategy Proposal for Creativity Award - SMS 43rd Annual Conference (finalist)
SMS Best Responsible Research Paper Prize - SMS 43rd Annual Conference (nominated)
SMS Best Research Methods Paper Prize - SMS 43rd Annual Conference (nominated)
83rd AOM Outstanding Reviewer Award – Strategic Management Division
- 2022 Interamerican Development Bank – Research Support – USD 50,000
SMS Outstanding Reviewer Award – Knowledge and Innovation - SMS 42nd Annual Conference
SMS Outstanding Reviewer Award – Stakeholder Management - SMS 42nd Annual Conference
- 2021 Lemann Research Grant - USD 20,000
SMS Outstanding Reviewer Award – Knowledge and Innovation - SMS 41st Annual Conference
81st AOM Best Papers and Proceedings (Top-10% Best Papers) – STR Division
81st AOM Best Papers and Proceedings (Top-10% Best Papers) – PNP Division
- 2020 SMS Best Conference Paper Prize - SMS 40th Annual Conference (finalist, top-10 papers)
SMS Best Strategic Human Capital Paper Prize - SMS 40th Annual Conference (finalist, top-5 papers)
SMS Best Research Methods Paper Prize - SMS 40th Annual Conference (nominated, top-34 papers)
- 2019 SMS Best Conference Paper Prize – SMS 39th Annual Conference (finalist, top-10 papers)
SMS Best Strategic Human Capital Paper Prize – SMS 39th Annual Conference (finalist, top-5 papers)
SMS Best Research Methods Paper Prize – SMS 39th Annual Conference (finalist, top-6 papers)
- 2017 FAPESP International Exchange Program Grant - USD 20,000
- 2017 FAPESP Doctoral Scholarship Grant - BRL 116,000 (adjusted for inflation)
- 2015 INSPER Doctoral Scholarship Grant - BRL 53,000 (adjusted for inflation)
- 2013 CAPES Masters Scholarship Grant - BRL 90,000 (adjusted for inflation)

PRESENTATIONS AT INVITED SEMINARS, CONFERENCES, AND WORKSHOPS

- 2025 INSEAD - Stone Centre for the Study of Wealth Inequality (invited seminar), Fontainebleau (France)
LMU Munich - Institute for Human Capital Management (invited seminar), Munich (Germany)
ETH Zurich (invited seminar), Zurich (Switzerland)
Max Planck Institute for Innovation and Competition/CBS-SI (workshop), Munich (Germany)
University of Geneva – Giga Research Lab Academic Talks (invited seminar), Geneva (Switzerland)
WU Vienna – Institute for International Business (invited seminar), Vienna (Austria)
85th Academy of Management Annual Meeting, Copenhagen (DK)
2025 Sumantra Ghoshal Strategy Conference, London (UK)
Strategy Science Conference, Barcelona (Spain)
17th Annual Research Conference of the ARCS, Paris (France)
Strategic Management Society – Special Conference, Palermo (Italy)
2nd Management in Emerging Markets Conference, Toronto (Canada)
- 2024 New York University - Stern School of Business (invited seminar), New York (USA)
Northwestern University – Kellogg School of Management (invited seminar), Evanston (USA)
INSEAD (invited seminar), Singapore (Singapore) and Fontainebleau (France)
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 44th Annual Conference, Istanbul (Turkey)
84th 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 43rd Annual Conference, Toronto (Canada)
83rd 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), Seoul (South Korea)
Insper Institute of Education and Research (invited seminar), São Paulo (Brazil)
Strategic Management Society 42nd Annual Conference, London (England)
82nd 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)
 15th Wharton People and Organizations Conference, Philadelphia/Virtual (US)
 Oxford Annual Conference on Professional Service Firms, Oxford/Virtual (UK)
 Strategic Management Society 41th Annual Conference, Toronto/Virtual (Canada/Virtual)
 Best Practices for Reliable Quantitative Research in Strategy (SMS), (Canada/Virtual)
 81st 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 40th Annual Conference, online
 14th 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 39th Annual Conference, Minneapolis (US)
 79th 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 78th 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 77th Academy of Management Annual Meeting, Atlanta (US)
 Institutional and Organizational Economics Academy (IOEA), Corsica (France)

COMMUNITY AND SERVICE LEADERSHIP

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)
 Co-Organizer of the Workshop “Stakeholder Engagement and Social Impact Across Contexts” at the Strategic Management Society 45th Annual Conference (with Carlos Inoue and Marina Gama)
 Co-Organizer of the AOM STR Junior Scholar’s Paper Development Workshop (with Maria Roche, Wesley Koo, and Lisa Tang)
- 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 44th Annual Conference (with Maria Roche)
 Co-Organizer of the Panel “AI at Work: AI as a Co-Worker” at the Strategic Management Society 44th 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 43rd Annual Conference
 Co-Organizer of the Panel “Experimentation in Corporate Firms” at the Strategic Management Society 43rd 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 43rd Annual Conference (with Elena Plaksenkova)
 Panelist on the Symposium “Scientific Decision-Making in Large Organizations: Challenges, Opportunities, and Questions” at the 83rd 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 83rd 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 81st 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 40th Annual Conference (with Anita McGahan)
 Organizer of the Harvard Business School CCC Visiting Student Seminar Series

TEACHING AND EDUCATION

Copenhagen Business School

Leading Strategic Transformations (Executive Education, 2025) – *Average Evaluation: 4.7 / 5*
 Master’s Thesis Supervision on topics related to future of work, leadership, knowledge work, and emerging technologies; strategy and innovation: 12 completed and 5 ongoing
 Strategic Management and People Development (Masters, 2023-2025) – *Avg. 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

INSEAD

Digital Transformation of Society, Industries and Companies (MBA, 2026) – *[scheduled]*
 Introduction to Strategy (MBA, 2024) – *Average Evaluation: 4.7 / 5*

Harvard Business School

Strategic Management (MBA, Teaching Associate, 2022)
 “*Benchmarking MBA Core Strategy Courses*” (Project with Juan Alcácer, 2020-2021).

Inspire 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)