

CURRICULUM VITAE

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Research experience

- September 2022 – : Associate Professor
Amsterdam Business School, University of Amsterdam
- 2016 – 2022: Assistant Professor
Amsterdam Business School, University of Amsterdam
- March 2020: Visiting Scholar (*Canceled due to the COVID-19 epidemic*)
LUISS Guido Carli University
- 2012 – 2016: PhD Candidate
Rotterdam School of Management, Erasmus University of Rotterdam
Dissertation title: *We are (all) the Champions: The Role of Status in the Implementation of Innovations*
Dissertation defense date: 16 December 2016
Supervisors: Jan van den Ende and Dirk Deichmann
Dissertation small committee: Jan van den Ende, Erasmus University (Chair)
Andrea Prencipe, LUISS Guido Carli
Brayden King, Northwestern University
Daan Stam, Erasmus University
Other committee members: Joris Ebbers, University of Amsterdam
Purseu Heugens, Erasmus University
Dissertation awards: **2017 ISPIM Best PhD Dissertation Award** (1st prize)
- March – June 2016: Visiting Scholar
Kellogg School of Management, Northwestern University
Collaboration with Brayden King

Education

- 2012 – 2016: Doctorate degree (PhD)
Rotterdam School of Management, Erasmus University of Rotterdam
- 2011 – 2012: MSc Management of Innovation
Rotterdam School of Management, Erasmus University of Rotterdam
Master Thesis: Customer Involvement in Service Innovations

- 2009 – 2010: Erasmus exchange programme with scholarship
 Université de Liège, HEC Management School, Belgium: (fall semester)
- 2007 – 2010: BSc Business Administration and Management
 Corvinus University of Budapest

Teaching experience

- 2017 – : Coordinator of the MScBA track Entrepreneurship & Innovation
Amsterdam Business School, University of Amsterdam
- 2016 – : Lecturer
Amsterdam Business School, University of Amsterdam
 E-business (BSc)
 Digital Business Models (BSc)
 Thesis Proposal in Entrepreneurship & Innovation (MSc)
 Innovation Management (MSc & BSc)
 Cases in Entrepreneurship (BSc)
 Entrepreneurship & Innovation (BSc)
 Theories of Entrepreneurship & Innovation (MSc)
 Corporate Entrepreneurship (MSc & MBA)
- 2013 – : Supervision of M.Sc. theses (~100 theses)
- November 2023: Alumnus guest speaker at Erasmus University
 Lecture on decomposing the publication and peer-review process for ERIM
 PhDs
- May 2017: Guest speaker in executive education
De Nederlandsche Bank (The Dutch Central Bank)
 Seminar: The Social Factors of Innovation Implementation (~20 Executives)
- 2014 – 2016: Lecturer
Rotterdam School of Management, Erasmus University
 Mastering Networks for Innovation (MSc)
 Innovation Management (BSc)
 Bachelor thesis workshop in the role of extrinsic rewards in motivation (BSc)
- 2012 – 2014: Teaching Assistant
Rotterdam School of Management, Erasmus University
 Course: Organization of Innovation (MSc)
- 2007 – 2010: Lecturer
Studium Generale, Corvinus University of Budapest

Teaching free exam-preparatory courses in History, Math and Statistics for students with disadvantageous financial background

2007 – 2009: Freelancer tutor in History, Math and Statistics

Scientific publications

Szatmari, B., Deichmann, D., van den Ende, J. (in press). The increasing value of status in low-performing organizations: Evidence from the video game industry. *Strategic Organization*. Doi: [10.1177/14761270241271021](https://doi.org/10.1177/14761270241271021)

Szatmari, B. (in press). Pride cometh before a fall: The incongruence of status and resource commitment signals in the video game industry. *European Management Journal*. Doi: [10.1016/j.emj.2024.03.003](https://doi.org/10.1016/j.emj.2024.03.003)

Esposito, C. D., **Szatmari, B.**, Sitruk, J. M. C., Wijnberg, N. M. (2024). Getting Off to a Good Start: Emerging Academic Fields and Early-Stage Equity Financing. *Small Business Economics*, 62(4), 1591–1613. Doi: [10.1007/s11187-023-00816-9](https://doi.org/10.1007/s11187-023-00816-9)

Szatmari, B., Deichmann, D. (2023). The biasing effect of networks in the implementation of innovations. *European Management Review*, 20(3), 398–409. **Best paper award in 2023**. Doi: [10.1111/emre.12537](https://doi.org/10.1111/emre.12537)

Szatmari, B. (2022). Young stars and red giants: The moderating effect of age diversity on the relationship between the proportion of high performers and team performance. *Journal of Applied Psychology*, 107(10), 1878–1888. Doi.: [10.1037/apl0000971](https://doi.org/10.1037/apl0000971)

Szatmari, B., Deichmann, D., van den Ende, J., King, B. G. (2021). Great successes and great failures: The impact of project leader status on project performance and performance extremeness. *Journal of Management Studies*, 58(5), 1267–1293. Doi: [10.1111/joms.12638](https://doi.org/10.1111/joms.12638)

Szatmari, B., Deichmann, D., van den Ende, J. (2014). Irrational resistance or irrational support? Performance effects of project leader status. In *The Best Paper Proceedings of the Academy of Management Annual Meeting*, Philadelphia, PA, U.S.A.

Managerial publications

Szatmari, B., Deichmann, D., van den Ende, J., & King, B. G. (2021). How to Prevent a Rising Star from Flaming Out. *Harvard Business Review*. <https://hbr.org/2021/06/how-to-prevent-a-rising-star-from-flaming-out>

Szatmari, B. (2017). The trouble with track records: Why project managers with a high status can perform worse than their lower-ranking colleagues. In *Edge*, 2017(Summer) issue: 44-47.

Conference visits

Identification of Emerging Scientific Fields using Text Analysis

- EGOS Conference (July 2023, Cagliari)

Tarred with the same brush? New category regulation in stigmatized industries.

- AOM Conference (August 2023, Boston)*
- SEE Conference (March 2023, San Juan)*
- EGOS Conference (July 2022, Vienna)*

Network Inequalities: Why Cohesiveness Hurts Women (and Helps Men) to Get Ideas Funded.

Presented at:

- EGOS Conference (July 2023, Cagliari)
- Nagymaros Conference (June 2023, Amsterdam)
- AOM Conference (August 2022, Seattle)

The Biasing Effect of Networks in the Implementation of Innovations. Presented at:

- R&D Conference (July 2022, Trento)

Getting off to a good start: The effects of associating with emerging scientific fields on the initial external financing of biotechnology startups. Presented at:

- Israel Strategy Conference (December 2022, Herzliya)*
- AOM Conference (August 2022, Seattle)*
- EURAM Conference (June 2022, Winterthur)*
- EGOS Conference (July 2021, online)*

Do old red giants shine brighter than young stars? The moderating effect of age diversity on the relationship between the proportion of star performers and team performance. Presented at:

- EGOS Conference (July 2021, online)
- Centennial Conference of IAAP (December 2020, Cancun)**

How Organizational Innovativeness Prevents High-Status Teams from Outperforming Their Low-Status Counterparts. Presented at:

- AOM Conference (August 2018, Chicago)

Keep your friends close: The biasing role of networks in grant allocation decisions. Presented at:

- AOM Conference (August 2020, online)*
- Sunbelt Conference (June 2018, Utrecht)

Exploring the Cognitive Limits of Status Spillover in Status-heterophilous Relationships: The Role of Audience Forgetting. Presented at:

- EGOS Conference (July 2018, Tallinn)
 - **'That's interesting!' award** (1 paper per sub-theme.)
- SMS Conference (October 2017, Houston)*

You are a Leader, Act like One! - The Role of Congruency between Status and Action in Leadership. Presented at:

- Centennial Conference of IAAP (December 2020, Cancun)**
- EAWOP Conference (May 2017, Dublin)

Pride Cometh before a Fall: When High-status Actors Engage in Projects of Great Magnitude. Presented at:

- SMS Conference (September 2022, London)
- 6th Creative Industries Conference (May 2022, Amsterdam)
- EGOS conference (July 2020, online)
- AOM Conference (August 2017, Atlanta)
- 3rd Research Seminar on Business and Management-related Questions in the Creative Industry (October 2016, Amsterdam)

Blinded by Status? How Organizational Innovativeness Moderates the Effect of Status.

Presented at:

- SMS Conference (September 2016, Berlin)
- AOM Conference (August 2016, Anaheim)
- EGOS Conference (July 2016, Naples)

The Biasing Cycle of Status. Presented at:

- AMR-OMT Paper Development Workshop (January 2016, Rotterdam)
- SMS Conference (October 2015, Denver)
- AOM Conference (August 2015, Vancouver)

Irrational Resistance or Irrational Support? Performance Effects of Project Leader Status.

Presented at:

- SMS Conference (September 2014, Madrid)
 - Nominated for the **best conference paper award**
- AOM Conference (August 2014, Philadelphia)

- Selected for the **AOM best paper proceedings**
- EGOS Conference (July 2014, Rotterdam)

The Socio-political Dynamics of the Innovation Process. Presented at:

- 3rd Amsterdam Workshop on “Social networks and organizations: Theoretical advances in network research” (June 2013, Amsterdam)

* presented by co-authors

** Canceled due to the COVID-19 epidemic

Participation in doctoral consortia (upon invitation)

August 2015: AOM Conference, Vancouver, TIM division, doctoral research development workshop

August 2015: AOM Conference, Vancouver, OMT division, doctoral consortium

August 2014: AOM Conference, Philadelphia, TIM division, doctoral consortium

Reviewing experience

Ad-hoc reviewer for the Journal of Management Studies, Social Networks, European Management Review, Industry and Innovation, International Journal of Psychology, and the International Journal of Manpower

Volunteer reviewer for the AOM conference for the TIM and OMT divisions.

2018: Recipient of the **OMT ABCD Reviewer Award**.

Grants

2020: Visiting grant to LUISS Guido Carli University (*Canceled due to the COVID-19 epidemic*)

2018: Horizon 2020
Research grant to fund a 4-year research project on the quality and category signals of entrepreneurs in nascent technological fields (~250,000 EUR).

2016: Erasmus Trust Funds
Research visit grant (4,000 EUR)

PhD projects

2019 – : Co-supervisor
Ciro Donald Esposito
The role of signals in getting investments to implement novel technologies

PhD committees

22 September 2023: Committee Member
Martha Topete Quevedo (University of Amsterdam)
Dissertation title: Understanding the impact of power on workplace innovation: A network analysis approach

26 March 2019: Committee Member
Yu Mu (VU University Amsterdam)
Dissertation title: Management of service innovation quality

Other managerial tasks

2017 – : Member of the departmental recruitment committee

Press releases

LinkedIn News Live 2021. Great Expectations. <https://www.linkedin.com/news/story/how-to-avoid-being-a-one-hit-wonder-4450105/> Live interview on LinkedIn.com on 1 July 2021.

Allen, S. 2021. Why highly regarded leaders don't always do the best work — and why they should be critiqued like everybody else. Published online on <https://www.businessinsider.com/highly-regarded-leaders-dont-always-do-best-work-2021-5> on Business Insider on 8 May 2021.

Allen, S. 2021. *Why Highly Esteemed Leaders Are Surprisingly Likely to Tank Their Next Project*. Published online on <https://insight.kellogg.northwestern.edu/article/why-highly-esteemed-leaders-are-surprisingly-likely-to-tank-their-next-project> on Kellogg Insights on 3 May 2021.

Silverberg, D. 2017. *Why you need to question your hippo boss*. Published online on <http://www.bbc.com/news/business-39633499/> on BBC News on 20 April 2017.

Hatton, A. 2017. *Why project leaders with high status fail more often*. Published online on <https://www.pmtoday.co.uk/articles/why-project-leaders-with-high-status-fail-more-often/> and in print in PM Today on 7 March 2017.

Facilities Management Forum. 2017. *Project leaders with high status fail more, according to report*. <http://facilitiesmanagementforum.co.uk/project-leaders-with-high-status-fail-more-according-to-report/>, Published on 23 February 2017.

Chartered Management Institute. 2017. *Why Top Bosses Often Perform Worse Than Middle Managers*. <http://www.managers.org.uk/insights/news/2017/february/why-top-bosses-often-perform-worse-than-middle-managers>, published on 10 February 2017.

Woolcock, N. 2017. *Middle managers do better than bosses*. Published online on <http://www.thetimes.co.uk/article/middle-managers-do-better-than-bosses-nbqvbkzpz> and in print in *The Times* on 7 February 2017.

Hegger, F. 2017. *Muurbloempjes zijn succesvoller dan hoogvliegers op de werkvloer*. <http://www.rtlz.nl/business/cariere/muurbloempjes-zijn-succesvoller-dan-hoogvliegers-op-de-werkvloer>, published on RTL Z on 9 January 2017.

van Eldert, B. 2017. *Grijze muis op kantoor doet het beter dan topper*. Published online on <http://www.ad.nl/home/grijze-muis-op-kantoor-doet-het-beter-dan-topper~abac52a0> and in print in *Algemeen Dagblad* on 9 January 2017, pp. 15.

NU.nl. 2017. *Projectleider met hoge status loopt groter risico op mislukkingen*. <http://www.nu.nl/ondernemen/4375260/projectleider-met-hoge-status-loopt-groter-risico-mislukkingen.html>, published on 8 January 2017.

RSM Discovery. 2017. *High-status leaders' projects can be hit-or-miss*. <https://discovery.rsm.nl/articles/detail/271-high-status-leaders-projects-can-be-hit-or-miss>, published on 3 January 2017.

Other professional experience

2012 – 2013: Co-founder
Puzzled.by Inc., a platform for crowdsourcing market research

2010: Intern
Ringier Axel Springer Media AG

Programs and programming languages

R, Siena, SPSS, Python, Microsoft Office, Eviews, Stata, UCINET, Pajek, Statistica

Languages

| | |
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| English | Fluent |
| Hungarian | Native |
| German | Intermediate |
| French | Intermediate |

References

Brayden G King

Northwestern University
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Andrea Prencipe

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