

## 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  
Pursey Heugens, Erasmus University  
Dissertation awards: **2017 ISPIM Best PhD Dissertation Award** (1<sup>st</sup> 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.** (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. (in press). Getting Off to a Good Start: Emerging Academic Fields and Early-Stage Equity Financing. *Small Business Economics*. 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. 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:

- 3<sup>rd</sup> 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, Industry and Innovation, 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/carriere/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**

English	Fluent
Hungarian	Native
German	Intermediate
French	Intermediate

## **References**

**Brayden G King**



Northwestern University  
Max McGraw Chair in Management and the Environment  
Professor of Management & Organizations  
Chair of Management & Organizations Department  
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**Andrea Prencipe**

Rector of LUISS Guido Carli University  
Full Professor  
Organisation and Innovation  
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