

ROBERT K. KAZANJIAN

Asa Griggs Candler Professor of Organization and Management
Goizueta Business School
Emory University
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EDUCATION

Ph.D. in Organization and Strategy, The Wharton School, University of Pennsylvania. August 1983.

Field Specialization -Strategic Management

Related Field -Organization Theory and Design

Dissertation: The Organizational Evolution of Technology Based
New Ventures

Recipient, 1984 Heizer Award for Outstanding Research in New Venture
Development, conferred by the Business Policy and Planning
Division of the Academy of Management for best entrepreneurship
related PhD dissertation of 1983.

A.M. in Organization and Strategy, The Wharton School, University of
Pennsylvania. December 1979. Received in partial completion of Ph.D.
requirements.

MBA, The Wharton School, University of Pennsylvania, June 1975.
Majored in Organization Management and Policy. Designated Wharton
Public Policy Fellow and Administrative Fellow of the Woodrow Wilson
National Fellowship Foundation.

AB, Hamilton College, June 1973. Honors graduate in Economics. New
York State Regents Scholar. Recipient, James Soper Merrill Prize. Chair,
Honor Court. Intern, Office of Admission.

HONORS AND AWARDS

Executive MBA Distinguished Educator Award, Goizueta Business
School, Emory University.

2017, 2016, 2015, 2011, 2006, 2003, 2002, 2000

Evening MBA Distinguished Educator Award, Goizueta Business School,
Emory University.

2017, 2008, 2007, 2000

Adler Prize for Excellence in Teaching, Goizueta Business School, Emory University (school-wide award).
2005

MBA Teaching Excellence Award, Goizueta Business School, Emory University.
2001, 1999

MBA “Last Lecturer” Award, Goizueta Business School, Emory University.
2003

Donald R. Keough Award for Service Excellence for 2000, Goizueta Business School, Emory University.

Outstanding Faculty Member, BusinessWeek Guide to The Best Business Schools (1990-2000).

Organization and Management Area Distinguished Service Award, 1993, Goizueta Business School, Emory University.

Outstanding Service Award from the MBA Class of 1992, Goizueta Business School, Emory University.

Emory University, summer research support provided by the Goizueta Business School, 1988-present.

University of Michigan, summer research support provided by the Michigan Business School, 1983-1987.

1984 Heizer Award for Outstanding Research in New Venture Development, conferred by the Business Policy and Planning Division of the Academy of Management (best entrepreneurship related dissertation).

Woodrow Wilson National Fellowship Foundation: Administrative Fellow, 1975-1977.

James Soper Merrill Prize, Hamilton College, 1973. Awarded by the faculty to that member of the graduating class who “in character and influence, has typified the highest ideals of the College.”

ACADEMIC APPOINTMENTS

Emory University

Faculty Appointment

September 1988-Present

Asa Griggs Candler Professor of Organization and Management

Goizueta Business School, Emory University
Associate Professor 1988
Associate Professor (with tenure) 1991
Professor 2000

Administrative Positions

March-July, 2014

Interim Dean

Goizueta Business School, Emory University

September 2010-
July 2017

Vice Dean for Programs

Goizueta Business School, Emory University
Responsible for BBA and MBA programs (full-time, evening and executive formats) including program deans, admissions and career services.

May 2002—
September 2004

Senior Associate Dean for Executive Education

Goizueta Business School, Emory University.
Responsible for all non-degree programs, including open enrollment and custom programs.
(Served as Acting Senior Associate Dean 7/07-8/08)

Dartmouth College

Fall Terms, 2001-2005

Visiting Professor

The Amos Tuck School of Business, Dartmouth College
Taught the Leading Organizations first year core course.

Haute Etudes Commerciales

Summer, 1990 & 1991

Visiting Lecturer

Haute Etudes Commerciales (HEC) Paris, France
Taught strategy implementation module.

University of Michigan

September 1983-
June 1988

Assistant Professor of Corporate Strategy

Graduate School of Business
The University of Michigan at Ann Arbor
Taught strategy related courses in Ph.D., MBA and BBA programs

The Wharton School, University of Pennsylvania

September 1978-
August 1979

Research Fellow, Center for the Study of Organizational Innovation, Conducted search under Dr. Jay Galbraith of the Department of Management.

Primary study areas included organization growth, change, and transition as well as industry background for specific case studies.

September 1977-
August 1978

Associate, Management and Behavioral Science Center. Participated in research and program delivery activities for executive development and organizational intervention, primarily in public sector organizations.

Woodrow Wilson Fellowship Foundation Administrative Fellow Paine College

September 1975-
August 1977

Woodrow Wilson Fellowship Foundation Administrative Fellow, Served as Director of Development and Planning, Paine College, Augusta, Georgia. Responsible for all aspects of development, alumni relations, public relations, and institutional planning. Reported directly to President Julius S. Scott, Jr.

RESEARCH

Research Interests

Management of growth, innovation and creativity in large, complex organizations and in new ventures. Strategy implementation and large-scale strategic change. Capability creation and exploitation. Inter-organizational relationships between firms and their strategic advisors.

Publications

Books

The Search for Organic Growth, Edward Hess and Robert K. Kazanjian (editors), Cambridge University Press, 2006.

Strategy Implementation: Structure, Systems, and Processes by Jay R. Galbraith and Robert K. Kazanjian. New York: West Publishing Company, 1986.

Articles and Chapters

“Creativity, Complexity and Organizational Learning: Implications For Leadership and Governance” by Robert K. Kazanjian. In Sven Hemlin and Michael D. Mumford (Eds.) **Handbook of Research on Leadership and Creativity**, Elsevier, 2017.

“Strategic Implementation” by Robert K. Kazanjian. In David Teece and Mie Augier (Eds.) **The Palgrave Encyclopedia of Strategic Management**, Palgrave Macmillan, 2013.

“Organizational Learning, Knowledge Management and Creativity” by Robert K. Kazanjian and Robert Drazin. In Michael D. Mumford (Ed.) **Handbook of Organizational Creativity**, Elsevier, 2012.

“Fostering Innovation In Complex Product Development Settings: The Role of Team Member Identity And Inter-team Interdependence” by MaryAnn Glynn, Robert K. Kazanjian and Robert Drazin. *Journal of Product Innovation Management*, (27), 2010, 1082-1095.

“Creativity and Sensemaking Among Professionals,” by Robert Drazin, Robert Kazanjian and MaryAnn Glynn. In Chris Shalley and Jing Zhou (Eds) **Handbook of Organizational Creativity**, Lawrence Erlbaum Associates, 2007.

“The Challenge of Organic Growth” by Robert Drazin, Edward Hess and Robert K. Kazanjian. In Edward Hess and Robert K. Kazanjian (Eds.) **The Search for Organic Growth**, Cambridge University Press, 2006.

“Emerging Issues Related to Corporate Growth: Linking Theory to Practice” by Robert Drazin, Edward Hess and Robert K. Kazanjian. In Edward Hess and Robert K. Kazanjian (Eds.) **The Search for Organic Growth**, Cambridge University Press, 2006.

“Dynamics of Structural Change” by Robert Drazin, Mary Ann Glynn, and Robert K. Kazanjian. In Marshall Scott Poole and Andrew Van de Ven (Eds.) **Handbook of Organization Change and Innovation**, Oxford University Press, 2004.

“Designing Organizations for Large Scale Product Development: The Role of Cooperative Work Teams” by Robert Drazin, Robert K. Kazanjian and Maureen Blyler. In West, M., Tjosvold, D., and Smith, K.G. (Eds.). **International Handbook of Organization Teamwork and Cooperative Working**. Wiley, 2003.

“Implementing Strategies for Corporate Entrepreneurship: A Knowledge-Based View” by Robert K. Kazanjian, Robert Drazin & Mary Ann Glynn. In M. A. Hitt, R. D. Ireland, S. M. Camp, & D. L. Sexton (Eds.), **Strategic Entrepreneurship: Creating a New Mindset**. Oxford, UK: Blackwell Publishers Ltd., 2002.

“Purpose-Built Theories: A Reply to Ford” by Robert Drazin, Mary Ann Glynn and Robert K. Kazanjian. *Academy of Management Review*, 25 (2), 2000, 286-287.

“Creativity and Technological Learning; The Roles of Organization Architecture and Crisis in Large-Scale Projects” by Robert K. Kazanjian, Robert Drazin and Mary Ann Glynn. *Journal of Engineering and Technology Management*, 17, 2000, 273-298.

“Multi-Level Theorizing about Creativity in Organizations: A Sensemaking Perspective” by Robert. Drazin, Mary Ann Glynn and Robert K. Kazanjian. *Academy of Management Review*, 24 (2), 1999, 286-307.

“The Creation of Capabilities in New Ventures: A Longitudinal Study,” by Robert K. Kazanjian and H. Rao. *Organization Studies*, 20 (1), 1999, 125-142.

"Attaining Technological Synergies in Diversified Firms," by Robert K. Kazanjian and Praveen Nayyar in **Management of Competitive Strategy in High Technology**, edited by Michael W. Lawless and Luis Gomez-Mejia, JAI Press, Inc., Vol. 4, 1994.

“Applying the Del Technique to the Analysis of Cross-Classification Data: A Test of CEO Succession and Top Management Team Development,” by Robert Drazin and Robert K. Kazanjian. *Academy of Management Journal*, 36 (6), December, 1993, 1374-1399.

“Organizing To Attain Potential Benefits From Information Asymmetries and Economies of Scope In Related Diversified Firms,” by Praveen Nayyar and Robert K. Kazanjian. *Academy of Management Review*, 18 (4), October, 1993, 735-759.

"A Stage-Contingent Model of New Venture Design and Growth," by Robert K. Kazanjian and Robert Drazin. *Journal of Business Venturing*, 5, 1990, pp. 137-150.

"A Reanalysis of Miller and Friesen's Life Cycle Data," by Robert Drazin and Robert Kazanjian in *Strategic Management Journal*, 11 (4), May-June, 1990, pp. 319-329.

"An Empirical Test of a Stage of Growth Progression Model," by Robert K. Kazanjian and Robert Drazin in *Management Science*, 35 (12), December, 1989.

"Clarifying Decision Making In High Growth Ventures: The Use of Responsibility Charting," by Thomas N Gilmore and Robert K. Kazanjian in *Journal of Business Venturing*, 4 (1), January, 1989, pp.69-83.

"The Relation of Dominant Problems to Stage of Growth in Technology Based New Ventures: An Empirical Assessment," by Robert K. Kazanjian in *Academy of Management Journal*, 31 (2), June 1988, pp. 257-279.

"Strategy, Technology and Emerging Organizational Forms," by Jay R. Galbraith and Robert K. Kazanjian, in **Futures of Organizations** edited by G. Hage, Lexington Books, Lexington, MA, 1988.

"Implementing Internal Diversifications: Contingency Factors for Organization Design Choices," by Robert K. Kazanjian and Robert Drazin in *Academy of Management Review*, 25 (2), April 1987, pp. 342-354.

"The Analysis of Cross-Classification Data: A Prediction Approach," by Robert Drazin and Robert K. Kazanjian, *Academy of Management Proceedings*, 1987.

"Implementing Manufacturing Innovations: Critical Choices of Structure and Staffing Roles," by Robert K. Kazanjian and Robert Drazin in *Human Resource Management*, 25 (3), Fall 1986, pp. 385-404.

"Organizing to Implement Strategies of Diversity and Globalization: The Role of Matrix Designs," by Jay R. Galbraith and Robert K. Kazanjian in *Human Resource Management*, 25 (1), Spring 1986, pp. 37-44.

"The Organizational Evolution of Technology Based New Ventures: A Stage of Growth Model," by Robert K. Kazanjian, *Academy of Management Proceedings*, 1984.

"Strategy Implementation: Organizing for Internal Diversification," by Robert K. Kazanjian and Robert Drazin, *Academy of Management Proceedings*, 1983.

"Developing Technologies: R&D Strategies for Office Product Firms," by Jay R. Galbraith and Robert K. Kazanjian in *Columbia Journal of World Business*, May 1983.

"Effective Strategic Planning and the Role of Organization Design," by Daniel A. Nathanson, Robert K. Kazanjian, and Jay R. Galbraith in **Implementation of Strategic Planning** edited by Peter Lorange. Prentice-Hall, Inc., Englewood Cliffs, NJ, 1981.

TEACHING

Goizueta Business School of Emory University: 9/88-Present

Degree Courses

Strategic management core course for MBA, Evening MBA and Executive MBA programs (BUS634).

Doctoral seminar (BUS 734) on Macro-Organizational Theory.

Multinational Firms and Global Strategy (BUS435) for undergraduates.

Course on innovation and change (BUS 637).

Developed and taught field studies courses on: corporate transformation; and consulting (BUS 631)

Supervised over 50 directed studies for individual students (BUS 697) including extensive field studies at DuPont, CNN, Southern Company, Radiant Systems, and Mitsui for BBA, MBA and EMBA students. Class related site visits to Lockheed-Martin, Ford, UPS, and Equifax.

Doctoral Committees

Chair, Dissertation Committee for Laura McClelland: “From Compassion to Client Satisfaction: Examining the Relationship Between Routines that Facilitate Compassion and Quality of Service” 2009-2012. Initial appointment, Virginia Commonwealth University

Chair, Dissertation Committee for Chad Navis: “The Conditional Importance of Venture Founding Team Experience: A Study of the Emergence and Performance of Local Telecom Competitors in Georgia, 1995-2007” 2008-2009. Initial appointment, University of Wisconsin-Madison

Member, Dissertation Committee for Scott Hayward. 2007-2010

Member, Dissertation Committee for David Kryscynski. 2009- 2011

Executive Education

Faculty Director for: SunTrust Advanced Leadership Program (2010-)
Goizueta Executive Program (1998-2005)
Executive Development Consortium (1993-1998)
Advanced Management Program (1989-1993)
Management Development Program (1989-1993)
The Home Depot Executive Leadership Program
NAPA Senior Leadership Program
Riverwood International Custom Program
Lockheed Management Institute
Georgia-Pacific Custom Program
Leadership Institute at Synovus
UPS Executive Perspectives Program

Faculty Presenter All above programs plus:
Newell Rubbermaid
Novellis
Rock-Tenn Custom Program
LIMAK
BAI
Suez Custom Program
Lockheed-Martin Strategic Leadership Program
Printpak Custom Program
Home Depot Custom Program

Amos Tuck School of Business at Dartmouth College: 2001-2005 (Fall term only)

Degree Courses

Taught Leading Organizations MBA core course

The University of Michigan School of Business Administration: 9/83-7/88

Degree Courses

Course head (1986-88) for required strategy course for undergraduate and MBA programs.

Developed MBA elective entitled "Strategy, Technology, and the Management of Innovation".

Taught Ph.D. seminars on the topics of Behavioral Aspects of Policy, and Research Design and Methods.

Executive Education

Faculty Director and presenter for 5-day Strategy Formulation and Implementation Program (taught in Ann Arbor, Hong Kong, and Singapore).

Faculty Director and presenter for 3-day Strategic Management of Technology Program.

Faculty presenter for several other programs.

Ph.D. Teaching and Related Activities at the University of Michigan

Chaired dissertation committee of Praveen Nayyar, recipient of 1989 A.T. Kearney Award for best strategy dissertation (awarded by the Academy of management). 1988. Initial appointment, New York University

Co-chaired dissertation committee of Gary Hansen, recipient of 1987 Strategic Management Award for Best Dissertation awarded by The Strategic Management Society, 1987. Initial appointment, University of Washington

Served as chairman or member for eight Ph.D. dissertation committees.

Participated in developing conference on "Developing and Commercializing New Technology".

Hosted Fulbright Scholar and Eisenhower Fellow interested in research on management of technology.

Business School representative on State of Michigan trade mission to People's Republic of China, 4/86.

Published Cases and Notes

Amazon and Google in 2017 (2017)
Note on the Components of a Strategic Plan (1998)
Kodak and the Advent of Digital Imaging (2000)
Kodak and the Advent of Digital Imaging Teaching Note (2000)
BellSouth Unified Messaging (1999)
Strategic Challenges at Home Depot (2001)
Skychef (A) & (B) (2001)

PROFESSIONAL AND INSTITUTIONAL SERVICE

Editorial Board Appointments and Journal Activities

Editorial Board Member, *Strategic Management Journal*, 1988-Present.

Editorial Board Member, *Journal of Business Venturing*, 1990-2004.

Editorial Board Member, *Journal of Strategic Management Education*, 2001-Present.

Ad Hoc Reviewer: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Management Science*, *Organization Science*, *Organization Studies*, *Journal of Management*, *Journal of Management Studies*, *Sloan Management Review*, *Groups and Organization Management*.

Membership and Activities in Professional Organizations

Academy of Management-9/77-Present

Reviewer for BPS and OMT Divisions of Academy of Management-1984-Present

Chairman, Task Force on Journals of the Academy, 1990
Participant, Junior Faculty Consortium for Business Policy and Planning, National Academy of Management Meeting, 1985.
Student Participant, Doctoral Consortium for Business Policy and Planning National Academy of Management Meeting, August 1981.

Strategic Management Society-9/88-Present

SMS/McKinsey Award Best Paper Evaluation Committee, 2001-2006

Service to Emory University

Member, University Task Force to Revise Registration Process, 1991-92

Service to Goizueta Business School of Emory University

Interim Dean, Goizueta Business School, Emory University
April-July, 2014

Vice Dean for Programs, Goizueta Business School, Emory University
Responsible for BBA and MBA programs (full-time, evening and executive formats) including program deans, admissions and career services.
9/10--Present

Senior Associate Dean for Executive Education,
Goizueta Business School, Emory University. Responsible for all non-degree programs, including open enrollment and custom programs.
5/02-9/04
7/07-8/08 (Acting)

Area Coordinator, Organization and Management Area,
Goizueta Business School, Emory University. Served as head of the area with responsibilities including direction of area planning, recruiting, course scheduling and interface to Dean's office.
9/94-5/97

Director, MBA Program (part-time, one course release)
Goizueta Business School, Emory University. Responsible for academic aspects of full-time MBA program, including curriculum design, international exchanges, special academic program development, and academic counseling. Developed and proposed curriculum revisions, including the Lead Week designs. Developed and instituted Core Course Coordination Committee. Expanded international student exchanges from three to nine.
4/90-8/93

Committee Work and Related Service

Member, OB Faculty Search Committee, 2009

Member, Executive MBA Program Committee, 2008-

Member, Associate Dean for Executive Development Search Committee

Member, Personnel Committee, 2002-2006.

Chair, MBA Program Committee, 2001-2002

Member, MBA Program Committee, 2001-2005
Chair, Non-Degree Programs and External Affairs Committee, 1997-1999
Member, EMBA Program Committee, 1994-1996
Chair, Core Course Coordination Committee, 1990-1994
Member, Dean Search Committee, 1997
Member, Dean Search Committee, 1990
Chaired four O&M search committees and served on six other O&M
search committees, 1988-2006
Member, Woodruff Scholar Selection Committee, 1990-1994
Presentations to Consulting Club: Orientation to Strategy, 1996-2001
Presentations to Goizueta Marketing and Strategy Competition, 1999-2001
Panel Discussant for several GBS Career Services seminars

Board of Director Appointments

Stratizon Corporation, 2001-2006