

# HENRY SAUERMANN

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Georgia Institute of Technology  
College of Management  
Atlanta, GA 30308, USA

henry.sauermann@mgt.gatech.edu  
<http://www.mgt.gatech.edu>  
Phone: +1.404.385.4883

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## ACADEMIC POSITIONS

2008 – Current: Assistant Professor of Strategic Management, Georgia Institute of Technology,  
College of Management

## EDUCATION

Ph.D. in Business Administration (Strategy), 2008, Duke University, Fuqua School of Business,  
Durham, NC

- Dissertation Title: Individual Incentives as Drivers of Innovative Processes and Performance
- Dissertation Committee: Wesley M. Cohen (Chair), Ashish Arora, Jeffrey R. Edwards, Richard P. Larrick, Will Mitchell

Diploma (B.S. equiv.) in Business Administration, 2002, University of Potsdam, Germany

Diploma (B.S. equiv.) in Economics (With Distinction), 2001, University of Potsdam, Germany

## PUBLICATIONS

Cohen, W. M.; Sauermann, H. (2007): Schumpeter's Prophecy and Individual Incentives as a Driver of Innovation, in F. Malerba, S. Brusoni (Eds.), *Perspectives on Innovation*, Cambridge University Press, pp. 73-104.

Sauermann, H. (2005): Vocational Choice – A Decision Making Perspective. *Journal of Vocational Behavior*, 66(2): 273-303.

## WORKING PAPERS

Sauermann, H.; Cohen, W.M.: What Makes Them Tick? – Employee Motives and Firm Innovation.  
In preparation for submission to *Management Science*

Sauermann, H.: Turning Knowledge into Action: The Role of Incentives in Innovative Capabilities.  
In preparation for submission to *Academy of Management Journal*

Sauermann, H.; Cohen, W.M.: Fire in the Belly? Individuals' Motives and Innovative Performance in Startups and Established Firms. Working Paper.

Sauermann, H.; Stephan, P.E.: Two Worlds and Two People? The Motives and Innovative Activities of Ph.D.'s in Industrial versus Academic R&D. Working Paper.

## **RESEARCH PROJECTS**

Individual Incentives and the Level and Direction of Innovative Activity (with Wes Cohen)

Career Choice of Science and Engineering Ph.D.'s (with Michael Roach)

Crowding-out of Intrinsic Motivation by Extrinsic Rewards – Economic Significance and Boundary Conditions (with Rick Larrick and Cade Massey)

## **AWARDS, HONORS, AND FELLOWSHIPS**

- E. M. Kauffman Foundation, 2006: Entrepreneurship Dissertation Fellowship
- Sixth Roundtable for Engineering and Entrepreneurship, 2006: Best Student Paper Award
- E. M. Kauffman Foundation, 2005: Grant "Individual Incentives and the Level, Direction, and Performance of Innovative Activity" (with W. M. Cohen (PI) and R. Larrick; \$125,000)
- National Bureau of Economic Research, 2007: Travel Grant and Invitation to NBER Entrepreneurship Working Group Meetings
- E. M. Kauffman Foundation, 2006: Grant to Participate in the Seminar in Entrepreneurship (Seminar held by Scott Shane)
- Academy of Management BPS Division, 2007: Invited Participant Dissertation Consortium
- Academy of Management TIM Division, 2005: Invited Participant Doctoral Consortium
- Fuqua Business School, 2002-2007: Graduate Fellowship
- Foundation of the German Business World, 1998-2001: Undergraduate Fellowship

## **INVITED PRESENTATIONS**

- Berkeley Center for Law and Technology Symposium, March 2008
- European School of Management and Technology, Berlin; Georgia Institute of Technology; Harvard Business School; INSEAD, Paris; London Business School; University of Maryland (Smith); New York University (Stern); Washington University, St. Louis (Olin); University of Toronto (Rotman); UCLA (Anderson); USC (Marshall); University of Texas (McCombs); University of Pennsylvania (Wharton); December 2007-February 2008
- Harvard Business School, April 2007
- National Bureau of Economic Research, April 2007
- U.S. Association for Small Business and Entrepreneurship (USASBE) Conference, Kauffman Research Session, January 2007

## **SELECTED CONFERENCE PRESENTATIONS**

Sauermann, H.; Cohen, W.M.: What Makes them Tick? – Employee Motives and Firm Innovation

- Harvard Business School Conference on "Creativity, Entrepreneurship, and Organizations of the Future", December 2007
- 7<sup>th</sup> Transatlantic Doctoral Conference, London Business School, May 2007
- Sixth Annual Roundtable for Engineering and Entrepreneurship Research (REER) Conference, Atlanta, December 2006
- Workshop "Using Human Resource Data from Science Resources Statistics, NSF, to Study the Science and Engineering Workforce", Washington, DC, October 2006

Sauermann, H.; Cohen, W.M.: Fire in the Belly? Individuals' Motives and Innovative Performance in Startups and Established Firms

- Seventh Annual REER Conference, November 2007
- Workshop "Using Human Resource Data from NSF", October 2007

Individual Incentives and the Level, Direction, and Performance of Innovative Activity: A Comparison between Startup and Established Firms

- 13<sup>th</sup> Consortium on Competitiveness and Cooperation Conference (CCC), May 2006

Turning Knowledge into Action: The Role of Incentives in Organizational Capabilities

- Copenhagen Knowledge Conference "Microfoundations of Organizational Capabilities & Knowledge Processes", Copenhagen Business School, December 2005
- Academy of Management Annual Meeting, August 2005

Competitive Advantage Through People? Value Creation, Value Appropriation, and the Sustainability of Profits from Human Resources

- Academy of Management Annual Meeting, August 2005

Why can't it be simple? Micro-Foundations of Complex Organizational Control Systems

- XI. Organization Science Winter Conference, February 2005

Control, Intrinsic Motivation, and Performance in Research and Development Organizations

- Academy of Management Annual Meeting, August 2004

## **TEACHING EXPERIENCE**

"Entrepreneurial Strategy" (Taught by Wes Cohen), Teaching Assistant, Daytime MBA Program, Fuqua School of Business, Spring 2004, Spring 2005, Spring 2007

"Foundations of Strategy" (Taught by Mike Lenox, Scott Rockart), Teaching Assistant, Daytime MBA Program, Fuqua School of Business, Spring 2005, Spring 2006, Spring 2007

"Corporate Strategy" (Taught by Margaret Kyle), Teaching Assistant, Duke/Goethe Executive MBA Program (Place and Space Format), Spring 2006

"Intellectual Capital and Competitive Strategy" (Taught by Wes Cohen), Teaching Assistant, Daytime MBA Program, Fuqua School of Business, Spring 2003, Spring 2004, Spring 2007

"Managerial Effectiveness", Instructor, Duke Markets and Management Studies (MMS) Program, Summer 2005

- Developed and Taught Course for Undergraduate Students
- Student evaluations: Course: 4.69/5; Instructor: 4.83/5

"Managerial Effectiveness" (Taught by Yuval Rottenstreich, Lehman Benson), Teaching Assistant, Duke/Goethe Executive MBA Program (Place and Space Format), Spring 2005, 2007

## **PROFESSIONAL SERVICE AND MEMBERSHIPS**

### Reviewing

- Ad-hoc Reviewer: Strategic Management Journal, Organization Science, Journal of Business Research
- Reviewer: AoM Annual Meeting (TIM, BPS Divisions), AIB Annual Meeting

### Paper Session Chair

- Session "What are Organizational Capabilities?", Copenhagen Knowledge Conference, Copenhagen Business School, December 2005
- Session "Knowledge Creation and Exploitation", AoM Annual Meeting, August 2005

### Memberships

- Academy of Management (BPS, TIM, Entrepreneurship divisions)
- Strategic Management Society (SMS)
- American Economic Association (AEA)
- Council for Entrepreneurial Development (CED)

## **INDUSTRY EXPERIENCE**

AnagnosTec GmbH (Biochemistry and Diagnostics), Potsdam, Germany, 2002-2006

- Consulting, Business Plan Development

Deutscher Investment Trust, Frankfurt/Main, Germany, March - April 2000

- Intern, Buy Side Company Research, Coverage of Internet Software Sector

Intershop Communications AG (eCommerce Software), Paris, France / Hamburg, Germany,  
July 1998 – June 1999

- Assistant Finance Europe
- Head of SAP Project Group

CoIn/BbNet GmbH (IT Startup), Potsdam, Germany, January 1996 – June 1998

- Assistant Finance and Marketing

## **PERSONAL**

I was born and raised in Dresden, Germany and moved to the Berlin area for my first job and undergraduate studies. I enjoy traveling, sports (especially tennis) and music. I have been an active member in several large choirs, including the Duke University Chapel Choir as a baritone.