

INGO HOLZINGER

N212 Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3
(416) 736-2100, Ext. 77870 | iholzinger@schulich.yorku.ca

EDUCATION

- 2004 **Ph.D., University of Wisconsin-Madison**
Primary Concentration: Organization Theory
Secondary Concentration: Organizational Behavior
Minor: Sociology
- 1993 **Diploma, Universität-GH-Paderborn**, Paderborn, Germany
Business Administration (*equivalent to U.S. or Canadian MSc*)
Major Area of Study: Human Resource Management
Minor Areas of Study: Organization Studies & Social Psychology

ACADEMIC APPOINTMENTS

- 2019-present **Distinguished Adjunct Professor**
Director, Strategy Field Study
Course Director – Skills for Leadership
Schulich School of Business, York University
Toronto, Ontario, Canada
- 2010-2018 **Assistant Professor of Management** (contract)
Course Director – Skills for Leadership
Schulich School of Business, York University
Toronto, Ontario, Canada
- 2012-2015 **Associate Director, International MBA (IMBA) Program**
Schulich School of Business, York University
Toronto, Ontario, Canada
- 2003-2010 **Assistant Professor of Organization Studies** (tenure stream)
Schulich School of Business, York University
Toronto, Ontario, Canada

OTHER ACADEMIC POSITIONS

- 2017, 2018,
2019 & 2023 **Visiting Professor**
Escuela de Administración, Pontificia Universidad Católica de Chile
Santiago, Chile
- 2018-2021 **Program Director**
Schulich Mini-MBA: Essentials of Management
Schulich Executive Education Centre, York University
- 2018-2019 **Team Facilitator/Faculty**
Kellogg-Schulich Executive MBA Program
Schulich School of Business, York University
- 2017-2018 **Founding Executive Director, York Change Leadership** (Secondment)
York University
- 2012-present **Faculty for Leadership & Critical Thinking Skills**
Schulich Executive Education Centre, York University

PUBLICATIONS

Refereed Publications

Prasad, A., & Holzinger, I. (2013). A Critical Analysis of Marketing Corporate Social Responsibility. *Journal of Business Research*, 66(10), 1915-1921.

Turchick Hakak, L., Holzinger, I. & Zikic, J. (2010). Barriers or Paths to Success? Latin American MBAs' View of Employment in Canada. *Journal of Managerial Psychology*, 25(2), 159-176.

Oliver, C., & Holzinger, I. (2008). The Effectiveness of Strategic Political Management: A Dynamic Capabilities Framework. *Academy of Management Review*, Vol. 33(2), 496-520.

Holzinger, I. & Dhalla, R. (2007). Multiple Identities in Organizations: The Effects of Diversity on Organizational Identity. *International Journal of Diversity in Organisations, Communities, and Nations*, 7(5), 43-50.

Book Chapters

Miner, A.S., Kim, J.-Y., Holzinger, I., & Haunschild, P. (1999). Fruits of Failure: Organizational Failure and Population Level Learning. *Advances in Strategic Management*, Vol. 16, 187-220.

Reprinted in Starbuck, W. H. (ed.) (2008). *Organizational Learning and Knowledge Management*. Vol. 3. Cheltenham, UK: Edward Elgar Publishing.

Refereed Conference Proceedings

Holzinger, I. & Lee, P. Do the Right Thing: Ethical Decision-Making in the Independent Music Industry. *Proceedings of the 15th Annual International Conference: Promoting Business Ethics*, 2008, New York, NY.

Turchick Hakak, L. & Holzinger, I. Barriers or Paths to Success? Latin American MBAs' View of Employment in Canada. *Proceedings of the 36th Annual Meeting of the Administrative Sciences Association of Canada*, 2008, Halifax.

Medcof, T. & Holzinger, I. Prototypical Leadership Scale Development: A Comparison of Leadership Prototypes in Canada, China and India. *Proceedings of the 35th Annual Meeting of the Administrative Sciences Association of Canada*, 2007, Ottawa, Ontario.

Holzinger, I., Medcof, T., & Dunham, R.B. Leader and Follower Prototypes in an International Context: An Exploratory Study of Asia and South America. *Proceedings of the 34th Annual Meeting of the Administrative Sciences Association of Canada*, 2006, Banff, Alberta.

Won Best Paper Award, International Business Division.

Miner, A.S., Kim, J.-Y., Holzinger, I., & Haunschild, P. Fruit of Failure: Organizational Failure and Population Level Learning. In J.B. Keys & L.N. Dosier (Eds.) *Academy of Management Best Paper Proceedings 1996*, Cincinnati, Ohio, 239-243.

CONFERENCE PRESENTATIONS

- Holzinger, I., Gampel, A. & Pierosara, L. Creating a Win-Win-Win Solution – Integrating Career Development into the MBA Curriculum at the Schulich School of Business. Presented at the *Integrated and Engaged Learning Conference*, Waterloo, Ontario, May 2014.
- Holzinger, I. & Lee, P. Rockin' in the Free World: Value-Based Management and Decision-Making in the Independent Music Industry. Presented at the *12th International Conference on Work Values and Behavior (ISSWOV)*, Estoril, Portugal, Juni 2010.
- Holzinger, I. & Lee, P. Do the Right Thing: Ethical Decision-Making in the Independent Music Industry. Presented at the *15th Annual International Conference: Promoting Business Ethics*, New York, NY, October 2008.
- Prasad, A. & Holzinger, I. The ethics of marketing corporate social responsibility: A critical management studies perspective. Presented at the *Critical Management Studies Research Workshop* (Pre-Conference Workshop of the 68th Annual Meeting of the Academy of Management). Los Angeles, CA, August 7-8, 2008.
- Medcof, T., Holzinger, I., & Dunham, R.B. Prototypical Interactions Between Leaders and Followers: An Exploratory Study of Latin America. Presented at the 2008 *Academy of Management Meeting*, Anaheim, CA, August 2008.
- Turchick Hakak, L. & Holzinger, I. Barriers or Paths to Success? Latin American MBAs' View of Employment in Canada. Presented at the 36th Annual Meeting of the *Administrative Sciences Association of Canada*, Halifax, Nova Scotia, May 2008.
- Holzinger, I. & Dhalla, R. Multiple Identities in Organizations: The Effects of Diversity on Organizational Identity. Presented at the *International Conference on Diversity in Organisations, Communities and Nations*, Amsterdam, July 2007.
- Medcof, T. & Holzinger, I. Prototypical Leadership Scale Development: A Comparison of Leadership Prototypes in Canada, China and India. Presented at the 35th Annual Meeting of the *Administrative Sciences Association of Canada*, Ottawa, Ontario, 2007.
- Holzinger, I., Medcof, T., & Dunham, R.B. Leader and Follower prototypes in an International Context: An Exploratory Study of Asia and South America. Presented at the 34th Annual Meeting of the *Administrative Sciences Association of Canada*, Banff, Alberta, 2006.
- Won Best Paper Award, International Business Division.
- Sherwood, A.L., Saxton, T., Inkpen, A., & Holzinger, I. An Empirical Examination of the Relationship Between Alliance Trust, Reputation, and Performance. Presented at the *10th International Conference on Reputation, Image, Identity and Competitiveness*, New York, 2006.
- Holzinger, I., & Saxton, T. Cultural Orienteering: Internal and External Sources for Navigating Firm-Level International Transactions. Presented at the *Academy of International Business Annual Conference*, Vienna, Austria, 1998.
- Saxton, T., & Holzinger, I. Is Trust the Chicken or the Egg? The Interrelationship between Trust, Reputation, and Performance. Presented at the *Academy of Management Annual Meeting*, San Diego, 1998.
- Miner, A.S., Kim, J.-Y., Holzinger, I., & Haunschild, P. Fruits of Failure: Organizational Failure and Population Level Learning. Presented at the *Carnegie-Wisconsin Conference on Knowledge Transfer and Levels of Learning*, Pittsburgh, 1998.

Conference Presentations (continued)

Saxton, T., & Holzinger, I. Individual and Firm Experience in Alliances and Acquisitions: Implications for Transaction Processes and Performance. Presented at the *Strategic Management Society* Annual International Conference, Barcelona, Spain, 1997.

Miner, A.S., Holzinger, I., Kim, J.-Y., & Haunschild, P. Fruits of Failure: Organizational Failure and Population Level Learning. Presented at the *Academy of Management* Annual Meeting, Cincinnati, Ohio, 1996.

Miner, A.S., Kim, J.-Y., & Holzinger, I. Organizational Core Competencies and Generative Processes for Population Level Learning. Presented at the *Academy of Management* Annual Meeting, Vancouver, British Columbia, 1995.

TEACHING EXPERIENCE

(Summary; course descriptions and outlines as well as evaluations available upon request)

Curriculum and Course Development

Schulich School of Business, York University

Program Redesign: International Master of Business Administration (IMBA)

MGMT5150 – Skills for Leadership

PROP6001/2/3 – Leadership for Real Estate and Infrastructure

MGMT6150 – Leadership Skills for a Turbulent World

IMBA5150 – Leadership Skills for Global Managers

ORGS6350 – Managing Change

Escuela De Administración, Pontificia Universidad Católica de Chile

EAM509 – Leadership in a Turbulent World

Schulich Executive Learning Centre, York University

Leading in Complexity

Thinking Skills for a Turbulent World: The Art of Framing and Reframing

Leadership: Theories, Models, Approaches, Reflections

Bank of Montreal

Senior Leadership Development Program: Leading in Turbulent Times

University Health Network

Management Advancement Programme: Making a Positive Difference in Turbulent Times

Course Coordination

MGMT6100 – Strategy Field Study

Course Director since 2018; responsible for continuous development and improvement of the MBA capstone project and coordination of approximately 70 teams with 450 students per year.

MGMT5150 – Skills for Leadership

Course Director since 2010; responsible for coordination of up to twelve sections per year with approximately 450 students and a team of up to eleven instructors.

ORGS6350 – Managing Change

Course Coordinator 2007-2010; completely redeveloped course and coordinated and mentored section instructors.

Courses Taught

International Study Tour: Chile & Argentina (MBA elective; Schulich School of Business)

Skills for Leadership (MBA/IMBA/MBAN core course; Schulich School of Business)

Leadership for Real Estate and Infrastructure (MREI core course; Schulich School of Business)

Organizational Behaviour (MBA core course; Schulich School of Business)

Managing Change (MBA elective; Schulich School of Business)

Leadership in a Turbulent World (E/MBA elective; MBA-UC, Pontificia Universidad Católica de Chile)

Organizational Behavior (BBA core course; live and online; University of Wisconsin-Madison)

Organization and Management Processes (BBA elective; University of Wisconsin-Madison)

Teaching Evaluation Scores

5.82-6.83 (7-point scale) for Schulich School of Business courses

4.60-4.77 (5-point scale) for University of Wisconsin-Madison courses

Teaching Awards

2nd Place MBA Seymour Schulich Award for Teaching Excellence, Schulich School of Business, York University (2004)

Seymour Schulich Teaching Excellence Awards Top Ten, Schulich School of Business, York University (2014, 2015, 2018, 2019, 2020, 2021)

Recognized as one of the Top Ten Percent MBA Core Instructors, Schulich School of Business, York University (2013-2014; only year this recognition was awarded)

Nominated for MBA Seymour Schulich Award for Teaching Excellence, Schulich School of Business, York University (2004, 2005, 2006, 2007, 2008, 2009, 2010, 2014, 2015, 2018, 2019, 2020, 2021)

GRADUATE STUDENT ADVISING

Dissertation Committees

Member, Ph.D. Dissertation Committee for Wendy Reid (Ph.D., 2007; York University)
Member, Ph.D. Dissertation Committee for Thomas Medcof (Ph.D., 2012; York University)

Comprehensive Exam Committees

Area Comprehensive Exam Coordinator, 2004-2005
Member, Ph.D. Comprehensive Exam Committee for Tamiko Hynes, 2006
Member, Ph.D. Comprehensive Exam Committee for Ajnesh Prasad, 2008
Member, Ph.D. Comprehensive Exam Committee for Golnaz Tajeddin, 2009

GRANTS

Academic Innovation Fund Grant, York University; 2015-2018.
Co-Lead: “eLearning Platform to Support Community Focused Courses”
CDN\$150,260

Teaching Development Grant, York University Faculty Association, 2009.
CDN\$2,500.

Schulich Centre for Teaching Excellence Development Grant, 2009.
CDN\$2,000.

Schulich School of Business Research Startup Grant, 2003.
CDN\$75,000.

Center for International Business Education and Research (CIBER) Research Grant, 2000.
US\$4,000.

PROFESSIONAL ACTIVITIES AND INVOLVEMENT

Professional Affiliations

Academy of Management
Administrative Sciences Association of Canada
INFORMS

Reviewer

Academy of Management Journal
Academy of Management Annual Meetings, OMT, BPS & MOC Divisions
Administrative Sciences Association of Canada Annual Meetings

Conference Organization and Involvement

Co-Organizer and Speaker, Professional Development Workshop “*The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans*” (speakers: Bill Starbuck, Andreas Schwab, Jose Cortina, Bruce Thompson, Ray Hubbard, Lisa Lambert) Academy of Management Annual Meeting, Atlanta, GA, 2006; Philadelphia, PA, 2007 & Anaheim, CA, 2008.

Professional Activities and Involvement (Continued)

York University Service

Master Programs Coordinating Committee; Schulich School of Business, 2016-present.
Faculty eLearning Lead; Schulich School of Business, 2013-present.
Accelerated MBA & MBA Onboarding Task Force, Schulich School of Business, 2017-2019.
MBA Backbone Workgroup; Schulich School of Business, 2010-2018.
IMBA Committee; Schulich School of Business, 2012-2015.
MBA Committee; Schulich School of Business, 2007-2012.
Student Affairs Committee; Schulich School of Business, 2005-2007.
Research Committee; Schulich School of Business, 2003-2005.
Diversity Sub-Committee; Schulich School of Business; 2003-2004.

Academy of Management Service

Member, Research Committee; Organization and Management Theory Division, Academy of Management, 2005-2008.

Other Professional Activities

Participant, Problem-Based Learning Workshop at Maastricht University, The Netherlands, October 2009
Selected Participant, CIBER Faculty Development in International Business Program, Vietnam, January 2009.
Judge, Organizational Behaviour Case Competition, Ryerson University, 2007.