

Sylvia Grewatsch, Ph.D.

Ivey Business School

Western University
1255 Western Road
London, ON N6G 0N1
Canada

Mobile: +1 226 977 7962
Email: sgrewatsch@ivey.ca



Research Interests

(Strategic) Corporate Sustainability, Sustainability Transition, Innovations and Sustainability, Organizational Cognition, Business Case for Sustainability, Environmental Management

Education

- 03/2013 – 02/2016 **Ph.D. in Management**
Aarhus University, Department of Management (Denmark)
*Ph.D. Project Topic: Strategic perspectives in corporate sustainability-
Alternative views on the field's business case predominance*
Supervisor: Assoc. Prof. Ingo Kleindienst (Aarhus University)
Assessment Committee: Prof. John Ulhøj (Aarhus University)
Prof. Kai Hockerts (Copenhagen Business School)
Asst. Prof. Caroline Flammer (Boston University)
- 10/2014 – 04/2015 **Visiting Ph.D. student**, hosted by Caroline Flammer
Ivey Business School, Western University (Canada)
- 09/2010 – 09/2012 **Master of Science in Strategy, Organization and Leadership**
Aarhus School of Business, Aarhus University (Denmark)
- 10/2006 – 08/2009 **Bachelor of Science in Business Administration**
Westfälische Wilhelms-University of Münster (Germany)

Employment History

- 08/2016 – present **Ivey Business School, Western University (Canada)**
Postdoctoral Fellow
- 08/2016 – present **Network for Business Sustainability (NBS) (Canada)**
Project Leader
- 02/2016 – 06/2012 **Aarhus University, Management Department (Denmark)**
Research and Teaching Assistant
- 08/2012 – 10/2012 **Aarhus University, Interdisciplinary Center for Organizational Architecture
Department (Denmark)**
Research Assistant, UN Global Compact Nordic Network
- 09/2011 – 02/2012 **Ernst & Young, Climate Change & Sustainability Service (Germany)**
Intern, Corporate Social Responsibility Consulting
- 09/2009 – 07/2010 **Fraunhofer IPK, Benchmarking & Knowledge Management (Germany)**
Research Assistant in corporate sustainability and sustainable development

Research and Publications

Articles in Peer-Reviewed Journals

Grewatsch, S. & Kleindienst, I. (published online first, 2017). How organizational cognitive frames affect organizational capabilities: The context of corporate sustainability. *Long Range Planning*

Grewatsch, S. & Kleindienst, I. (published online first, 2016). When does it pay to be good? Moderators and mediators in the corporate sustainability–corporate financial performance relationship: A critical review. *Journal of Business Ethics*.

Working Papers

Grewatsch, S. & Bansal, P. Innovations that catalyze socio-technical transitions for sustainability. Target Journal: *Journal of Management Studies* (Special Issue May 2019)

Grewatsch, S., Gehman, J., & Bansal, P. Done on time, but behind schedule: Time flexibility and time rigidity in innovation journeys. Target Journal: *Academy of Management Journal*

Bansal, P., Van der Byl, C., & Grewatsch, S. The roadmap to sustainable innovations. Target Journal: *MIT Sloan Management Review*

Presentations

Peer-reviewed Conference Presentations and Participation

- Grewatsch, S., Gehman, J., & Bansal, P. Searching for sustainability in the Canadian oil sands industry: Accelerating innovations to address grand challenges.
 - *Academy of Management Annual Meeting* (Chicago, USA, 2018)
 - *European Group for Organizational Studies (EGOS)* (Tallinn, Estonia, 2018)
 - *Ivey Sustainability Conference* (London, Canada, 2017)
- Grewatsch, S. & Bansal, P. Innovations that catalyze sustainable transitions.
 - *Gronen Research Conference* (Almeria, Spain, 2018)
 - *European Group for Organizational Studies (EGOS)* (Copenhagen, Denmark, 2017)
- Grewatsch, S., Bansal, P., DeCelles, K., Smith, W., & Vaara, E. New ways of seeing – Underutilized methods in qualitative research.
 - Professional Development Workshop (PDW) sponsored by Research Methods Division (RMD), *Academy of Management Annual Meeting* (Atlanta, USA, 2017) (Organizer)
- Grewatsch, S. & Bidmon, C. Systems and sustainability: Towards a new research agenda.
 - All-Academy Symposium. *Academy of Management Annual Meeting* (Atlanta, USA, 2017) (Organizer)
- Grewatsch, S. & Kleindienst, I. Exploring the link between corporate sustainability and the development of capabilities.
 - *Academy of Management Annual Meeting* (Vancouver, Canada, 2015)

- Grewatsch, S. & Kleindienst, I. When does it pay to be good? Moderators and mediators in the corporate social performance—Corporate financial performance relationship: A critical review.
 - *Performance Management Association (PMA)* (Aarhus, Denmark, 2014)
 - *Strategic Management Society Conference* (Tel Aviv, Israel, 2014)
- Grewatsch, S., Rohrbeck, R., & Madsen, H. Strategic corporate sustainability – Towards an integrated strategy typology.
 - *Corporate Responsibility Research Conference* (Graz, Austria, 2013)

Awards

08/2017	Academy of Management ONE Dissertation Award, Finalist
08/2017	Academy of Management Best Reviewer Award ONE
06/2017	European Doctoral Association in Management and Business Administration (EDAMBA), 1 st Prize (€2,500)

Grants

09/2017	Mitacs Postdoc Internship Grant (Purpose: Postdoc position, CAD45,000)
08/2014	Augustinus Fonden (Purpose: Research stay abroad, DKK20,000)
04/2014	COWIfonden (Purpose: Research support, DKK30,000)

Teaching Experience

Course experience

Fall 2017	<p>Business Strategies for Sustainability (full-time instructor)</p> <p>– Schulich School of Business, York University (Toronto, Canada)</p> <p>MBA level with non-business Master students, course responsibility</p> <p><i>29 Canadian and international students</i></p> <p>Teaching evaluations: available upon request</p>
Winter 2016	<p>Corporations & Society (assistant)</p> <p>– Ivey Business School (London, Canada)</p> <p>HBA level, Teaching assistant</p> <p><i>150 Canadian and international students</i></p>
Fall 2014 – Fall 2015	<p>Information Technology (ITKO) (guest lecturer)</p> <p>– Aarhus University (Aarhus, Denmark)</p> <p>Master level, 2 guest lectures in organizational behavior each semester</p> <p><i>25–35 Danish students</i></p>
Fall 2013 – Fall 2015	<p>Sustainable Production and Consumption (half-course instructor)</p> <p>– Aarhus University (Aarhus, Denmark)</p> <p>Bachelor level, 2–3 guest lectures every semester, shared course responsibility and grading of assignments</p> <p><i>60–110 international students</i></p>
Fall 2013 – Spring 2014	<p>Strategy tutorial (full-time instructor)</p> <p>– Aarhus University (Aarhus, Denmark)</p> <p>Bachelor level, Course responsibility, 2 courses each semester,</p> <p><i>20–35 international students</i></p>

- Fall 2013 **Strategy and Business (guest lecturer)**
 – Aarhus University (Aarhus, Denmark)
 MBA level, organization of a simulation game, shared course responsibility,
 30–50 Danish students
- Spring 2013 **Strategy and Business Development (guest lecturer)**
 – Aarhus University (Aarhus, Denmark)
 Master level, guest lectures on corporate sustainability,
 50 international students

Supervision experience

- Fall 2015 – Spring 2016 **Supervision of 3 master theses**
 – Aarhus University (Aarhus, Denmark)
 theses on corporate sustainability, strategic management, and leadership
- Fall 2013 – Spring 2016 **Supervision of 18 bachelor theses and free projects**
 – Aarhus University (Aarhus, Denmark)
 theses and projects on corporate sustainability, strategic management, and
 leadership

Professional Services

Ad hoc Reviewing

- 02/2018 – present *Journal of Business Ethics*
 02/2018 – present *Long Range Planning*
 02/2018 – present EDAMBA Dissertation Award

Conference Reviewing

- 2018 – present Gronen Conference
 2017 – present Strategic Management Society, Annual Meeting
 2013 – present Academy of Management Annual Meeting, Divisions ONE and OMT

Academy Services

- 06/2018 – 06/2021 **Academy of Management ONE Greenings Team**, Elected Member
 08/2017 – 08/2018 **Academy of Management Annual Meeting ONE Associate Editor**
 08/2017 – 08/2019 **Academy of Management Annual Meeting ONE Doctoral Consortium
 Organizer**
 08/2016 – 04/2018 **Organizer** Centre for Environment and Sustainability Challenges for
 Sustainability, and EnviroCON, Western University (Canada)

Department Services

- 10/2013 – 03/2016 **Elected PhD representative** at the BSS Graduate School Committee,
 PhD Association at Aarhus BSS (PHABUSS) (faculty level), and Aarhus
 University PhD Association (AUPA) (university level)
Aarhus BSS, Aarhus University
- 02/ 2014 – 07/2015 **Elected PhD representative** at the Department of Management Council
Aarhus BSS, Aarhus University

09/2010 – 09/2012

Organizational Member at Strategy, Organization & Leadership – Association for Students (SOLAS) for Strategy, Organization & Leadership (SOL) Master Students, *Aarhus BSS, Aarhus University*

10/2006 – 08/2009

Member of the executive board “*Fachschaft WiWi*” (student representatives) *Westfälische Wilhelms-University of Münster (Germany)*

References

(PhD Supervisor)

Associate Professor, Dr. habil
Ingo Kleindienst
Aarhus University
Department of Management
Bartholins Allé 10
8000 Aarhus C, DENMARK

Tel: + 45 8716 6116

Email: iklein@mgmt.au.dk

(Postdoc Supervisor)

Professor, DPhil
Pratima (Tima) Bansal
Ivey Business School
Western University
1255 Western Rd.,
London, ON N6G 0N1
CANADA

Tel: +1 519-661-3864

Email: tbansal@ivey.ca

(Referee for Teaching Experiences)

Professor, Ph.D.
Charles H. Cho
Schulich School of Business
York University
111 Ian MacDonald Blvd.,
North York, ON M3J 1P3
CANADA

Tlf.: +1 416-736-2100 ext. 33677

Email: ccho@schulich.yorku.ca