

## Curriculum Vitae

### Dr. Sebastian Raetze

Assistant Professor  
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### Education

- 2015 – 2020 **Dr. rer. pol. (Ph.D.)** in Business Administration, Technische Universität (TU) Dresden (summa cum laude)  
Dissertation Title: Overcoming adversity – An examination on elements, antecedents, and outcomes of work- and organization-related resilience across different levels of analysis  
Supervisors: Dr. Stephanie Duchek & Prof. Dr. Frank Schirmer
- 2011 – 2014 **Master of Science** in Business Administration (120 ECTS), TU Dresden (Final grade: 1.2; with distinction)
- 2007 – 2011 **Bachelor of Science** in Business and Economics (180 ECTS), TU Dresden (Final grade: 1.7)

### Academic Employment

- Since 2022 **Johannes Kepler University Linz**, Institute of Leadership and Change Management (Assistant Professor)
- Since 2021 **TU Dresden**, Chair of Organization (Visiting Scholar)
- 2021 - 2022 **Brandenburg University of Technology Cottbus-Senftenberg**, Chair of Organization and Corporate Governance (Senior Researcher & Lecturer)
- 2019 – 2020 **TU Dresden**, Chair of Organization (Senior Researcher & Lecturer)
- 2018 **Sächsische Verwaltungs- und Wirtschafts-Akademie Dresden** (External Lecturer)
- 2014 – 2019 **TU Dresden**, Chair of Strategic Management (Researcher & Lecturer)

### International Research Stays

- 2019 **Colorado State University**, College of Business, Department of Management (Invited by Prof. Dr. M. Travis Maynard)

### Research Interests

Management of uncertainty and adversity in organizations, New forms of organizing and organizational design, Teamwork in complex settings, Theory building and qualitative research methods

## Articles in Peer-Reviewed Journals [ABS 2021 Journal Guide] {JCR 2020 Impact Factor} (VHB-Jourqual 3)

Raetze, S., Duchek, S., Maynard, M. T., & Wohlgemuth, M. (2021). Resilience in organization-related research: An integrative conceptual review across disciplines and levels of analysis. *Journal of Applied Psychology, Advanced Online Publication*. [4\*] {7.429} (A)

Raetze, S., Duchek, S., Maynard, M. T., & Kirkman, B. L. (2021). Resilience in organizations: An integrative multilevel review and editorial introduction. *Group & Organization Management*, 46(4), 607–656. [3] {3.938} (B)

Walter, A.-T., & Raetze, S. (2021). Toward a process-oriented model of organizational agility: A dynamic capability perspective. *Journal of Competences, Strategy and Management*, 11, 1–20. (C)

Duchek, S., Raetze, S., & Scheuch, I. (2020). The role of diversity in organizational resilience: A theoretical framework. *Business Research (Now: Schmalenbach Journal of Business Research)*, 13(2), 387–423. [2] (B)

Raetze, S., Geithner, S., & Fassauer, G. (2018). Demands, stressors, and resources in co-configured project work: Case study of a construction company. *Management Revue*, 29(1), 5–31. [2] (C)

## Book Chapters (Peer-Reviewed)

Raetze, S. (2020). What makes work teams resilient? An overview of resilience processes and cross-level antecedents. In E. H. Powley, B. Barker Caza, & A. Caza (Eds.), *Research Handbook of Organizational Resilience: 232-246*. Cheltenham, UK: Edward Elgar. <https://doi.org/10.4337/9781788112215.00024>

## Manuscripts under Review

Raetze, S., & Steputat-Raetze, A. (2022). Resilience in large-scale construction projects: A qualitative case study. *International Journal of Project Management*. Revise & resubmit (first round). [4\*] {7.172} (A)

## Conference Presentations (Peer-Reviewed)

Raetze, S., Steputat-Raetze, A., & Maynard, M. T. (2022, July). *Team resilience processes and resources: The role of adversity type and group context*. 17th Annual INGRoup Conference, Hamburg, Germany (accepted for presentation).

Raetze, S., & Steputat-Raetze, A. (2022, July). *Team learning from failure in large-scale construction projects: A qualitative case study*. 38th European Group for Organizational Studies Colloquium, Vienna, Austria (accepted for presentation).

Raetze, S., Steputat-Raetze, A., & Mueller, H. (2022, January). *How teams deal with adversity: An integrative literature review*. Accepted for presentation at the EAWOP 2021 Congress, Glasgow, Scotland.

Raetze, S., Steputat-Raetze, A., & Mueller, H. (2021, November). *Teams under pressure: An integrative review of research on effective teamwork in adverse contexts*. 16th Annual INGRoup Conference, Virtual.

- Raetze, S., Duchek, S., Maynard, M. T., & Tietz, N. (2021, August). *Context matters: On factors and processes how resilience unfolds in project teams*. 81st Annual Meeting of the Academy of Management, Virtual. <https://doi.org/10.5465/AMBPP.2021.12897abstract>
- Raetze, S., Duchek, S., Maynard, M. T., & Wohlgemuth, M. (2020, October). *The rise of organizational resilience research: A bibliometric and content analysis*. 15th Annual INGRoup Conference, Virtual.
- Raetze, S., Maynard, M. T., Pundt, A., & Duchek, S. (2020, October). *Humor in organizations: A multilevel review and agenda for the future*. 15th Annual INGRoup Conference, Virtual.
- Raetze, S., Duchek, S., & Maynard, M. T. (2020, August). *The use of the resilience construct in work-related research: A bibliographic and content analysis*. 80th Annual Meeting of the Academy of Management, Virtual. <https://doi.org/10.5465/AMBPP.2020.19285symposium>
- Raetze, S., Maynard, M. T., & Duchek, S. (2019, September). *What makes project teams resilient? A qualitative case study*. Fall Meeting of the Commission for Human Resource Management of the German Academic Association of Business Research, Munich, Germany.
- Raetze, S., Maynard, M. T., & Duchek, S. (2019, July). *How to survive the project jungle: A qualitative study on factors that influence the resilience of project teams*. 14th Annual INGRoup Conference, Lisbon, Portugal.
- Raetze, S., Geithner, S., & Fassauer, G. (2017, September). *Demands, stressors, and resources in co-configured project work: Case study on a SME*. 10th Meeting of the Section Industrial and Organizational Psychology of the German Psychological Society, Dresden, Germany.
- Duchek, S., & Raetze, S. (2017, August). *Resilience in organizations: An integrative multilevel review and agenda for the future*. 77th Annual Meeting of the Academy of Management, Atlanta, GA, US. <https://doi.org/10.5465/AMBPP.2017.15344abstract>
- Duchek, S., & Raetze, S. (2017, July). *Resilience in organizations: An integrative multilevel review and agenda for the future*. 33rd European Group for Organizational Studies Colloquium, Copenhagen, Denmark.
- Raetze, S., Geithner, S., & Fassauer, G. (2017, June). *Demands, stressors, and resources in co-configured project work: Case study on a SME*. Whitsun Meeting of the German Academic Association of Business Research, St. Gallen, Switzerland.
- Scheuch, I., Raetze, S., & Duchek, S. (2016, December). *The influence of a strategic diversity management on the resilience of international organizations: An empirical analysis*. 42nd Annual Conference of the European International Business Academy, Vienna, Austria.
- Hirte, M., Raetze, S., & Duchek, S. (2017, October). *Sustainability in human resource management through the promotion of employee resilience*. Fall Meeting of the Commission for Sustainability Management of the German Academic Association of Business Research, Dresden, Germany.
- Raetze, S. & Duchek, S. (2016, September). *Resilience in organizations: An integrative multilevel review and agenda for the future*. 22nd International Academy of Management and Business Conference, London, UK.
- Finalist (Top 3) for Best Paper Award (Overall Category)

## Organization of Panels and Symposia

- 2022 **Teamwork under Adverse Conditions: Initiating Integrative Thinking and Cross-level Learning**  
Panel Discussion, 17<sup>th</sup> INGRoup Annual Conference, Hamburg, Germany (accepted for presentation), Roles: Organizer and Discussant. Panelists: C. Shawn Burke (University of Central Florida), M. Travis Maynard (Colorado State University), Jan B. Schmutz (ETH Zurich), Sjir Uitdewilligen (Maastricht University), and Stephan J. Zaccaro (George Mason University)
- 2020 **Team Resilience and Team Adaptation**  
Symposium, 15<sup>th</sup> INGRoup Annual Conference, Virtual. Roles: Main Organizer and Presenter. Co-Organizer: C. Shawn Burke (University of Central Florida) and Stephanie Duchek (Brandenburg University of Technolog). Exemplary Presenters: M. Travis Maynard (Colorado State University), Ramón Rico (The University of Western Australia), Sjir Uitdewilligen (Maastricht University), Mary J. Waller (Texas Christian University), and Christopher Wiese (Georgia Institute of Technology).
- 2020 **Work-related Resilience and its Various Faces: Integration through Cross-Level Investigations**  
Symposium, 80<sup>th</sup> Academy of Management Annual Meeting (OB Division), Virtual. Roles: Main Organizer and Presenter. Co-Organizer: Stephanie Duchek (Brandenburg University of Technolog). Exemplary Presenters: Thomas W. Britt (Clemson University), C. Shawn Burke (University of Central Florida), Wolfgang H. Guettel (Johannes Kepler University Linz), Chelsea LeNoble (Embry Riddle Aeronautical University), Travis Maynard (Colorado State University), Marissa Shuffler (Clemson University), and Christopher Wiese (Georgia Institute of Technology).

## Grants and Awards

- 2020 **Travel Award for Conferences, Congresses, Symposia and Workshops**, Graduate Academy Dresden (1,000€)
- 2019 **Conference Allowance**, Faculty of Business and Economics, TU Dresden (700€)
- 2019 **DAAD Travel Grant for Graduate Students**, German Academic Exchange Service (3,200€)
- 2019 **Travel Grant for Short-Term Research Stays and Summer/Winter Schools Abroad**, Graduate Academy Dresden (3,000€)
- 2018 **Publication Allowance**, Faculty of Business and Economics, TU Dresden (300€)
- 2017 **Conference Allowance**, Faculty of Business and Economics, TU Dresden (750€)
- 2017 **Travel Award for Conferences, Congresses, Symposia and Workshops**, Graduate Academy Dresden (1,500€)
- 2017 **Travel Award for Conferences, Congresses, Symposia and Workshops**, Graduate Academy Dresden (1,500€)
- 2016 **Conference Allowance**, Faculty of Business and Economics, TU Dresden (750€)

## **Institutional Service and Science Management**

- Since 2020     Coordinator, PhD Colloquium in Management, Brandenburg University of Technology
- 2018 – 2020    Elected Member, Faculty Board, Technische Universität Dresden
- 2015 – 2020    Aptitude Assessment, Master of Business Administration, Technische Universität Dresden
- 2016 – 2019    Member, Examination Board II, Technische Universität Dresden
- 2015 – 2017    Academic Advisor, Bachelor of Business and Economics, Technische Universität Dresden
- 2015 – 2016    Member, Committee of Studies, Technische Universität Dresden

## **Service to the Field**

- Since 2021     Member of the Editorial Review Panel, *Group & Organization Management*
- 2019 – 2021    Special Issue Guest Editor, *Group & Organization Management*  
Co-Editors: Stephanie Duchek (Brandenburg University of Technology), M. Travis Maynard (Colorado State University), and Bradley L. Kirkman (NC State University)  
Topic: Organizational Resilience – A Special Issue to Integrate and Broaden a Growing Literature Using Multi-Level Perspective
- Since 2021     External Reviewer, *Review of Managerial Science*
- Since 2021     External Reviewer, *International Journal of Project Management*
- Since 2019     External Reviewer, *Business Research*  
\*Best Reviewer Award, Management Section in 2019
- 2019           Reviewer, *Research Handbook of Organizational Resilience*
- Since 2019     External Reviewer, *Annual INGRoup Conference*
- 2019           Session Chair, *Fall Workshop of the HRM Commission of the VHB* (Topic: Organization and HRM)
- 2019           Session Chair, *Annual INGRoup Conference* (Topic: Review of Groups Research)
- Since 2017     External Reviewer, *Academy of Management Annual Meeting*
- 2016           External Reviewer, Conference of the European International Business Academy

## **Knowledge Transfer and Outreach**

- Since 2019     Several resilience training workshops based on the LEGO® Serious Play® approach with students, alumni, and external partners

## Professional Memberships

Since 2019	European Association of Work and Organizational Psychology (EAWOP)
Since 2019	Society for Industrial and Organizational Psychology (SIOP)
Since 2019	Interdisciplinary Network for Group Research (INGRoup)
Since 2018	Organizing Extreme Contexts
Since 2017	Academy of Management (AOM; OB, ODC, and MOC divisions)
Since 2017	European Group of Organization Studies (EGOS)
2016	European International Business Academy (EIBA)

## Teaching Experience

General Business Administration VI: Management and Ethics, Brandenburg University of Technology, Bachelor's Level, Lecture, Fall Term 2021

Advanced Seminar in Organization, HRM, and General Management, Brandenburg University of Technology, Master's Level, Seminar, Fall Term 2021, Spring Term 2021

General Management, Brandenburg University of Technology, Bachelor's Level, Lecture, Spring Term 2021

Research Seminar in Organization Studies, TU Dresden, Master's Level, Seminar, Spring Term 2020

Introduction to Scientific Working, TU Dresden, Bachelor's Level, Seminar, Spring Term 2020, Fall Term 2016, Spring Term 2014

Managing High Performance Teams, TU Dresden, Master's Level, Seminar, Fall Term 2019

International Management, TU Dresden, Bachelor's Level, Seminar, Fall Term 2018, Fall Term 2017

Research Seminar in Strategic Management, TU Dresden, Master's Level, Seminar, Fall Term 2018, Spring Term 2018, Fall Term 2017, Spring Term 2017, Fall Term 2016, Spring Term 2016, Fall Term 2015, Spring Term 2015

Bachelor's Seminar in Strategic Management, TU Dresden, Bachelor's Level, Seminar, Spring Term 2018, Spring Term 2017, Spring Term 2016, Spring Term 2015

International Management, Sächsische Verwaltungs- und Wirtschafts-Akademie, Bachelor's Level, Lecture, Spring Term 2018

Current Topics in Strategic Management, TU Dresden, Master's Level, Seminar, Spring Term 2018, Spring Term 2017

Strategic Management, TU Dresden, Bachelor's Level, Seminar, Spring Term 2017

Strategic Human Resource Management, TU Dresden, Master's Level, Seminar, Fall Term 2016, Fall Term 2015, Fall Term 2014

Strategic Management, TU Dresden, Bachelor's Level, Exercise, Spring Term 2016, Spring Term 2015, Spring Term 2014

International Management, TU Dresden, Bachelor's Level, Exercise, Fall Term 2015, Fall Term 2014