

Hang-Jun Cho

hangjun.cho@polyu.edu.hk

+852 27667379

Li Ka Shing tower, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong

EMPLOYMENT

The Hong Kong Polytechnic University, Hong Kong

Assistant Professor of Strategy, Faculty of Business

2023 – current

EDUCATION

INSEAD

Ph.D. in Management (Entrepreneurship)

2023

Dissertation: “Essays on Strategic Talent Management for Organizational Creativity and Strategic Change”

Committee: Frédéric Godart, Charles Galunic, Victoria Sevchenko, Giacomo Negro

M.S. in Management

2019

Yonsei University

M.S. in Business Administration

2017

Bachelor of Business Administration

2015

RESEARCH INTERESTS

Creativity/Innovation; Organizational Design; Organizational Change; Strategic Human Capital Management; Strategic Entrepreneurship

SELECTED WORKING PAPERS

Hang-Jun Cho, Elena Obukhova, and Letian(LT) Zhang, “Strategic Change and Organizational Performance”

– Invited for revision at *Strategic Management Journal*

Hang-Jun Cho, Frédéric C. Godart, and Charles Galunic “Mobility Shocks and Organizational Creativity”

– Under review at *Academy of Management Journal*

Hang-Jun Cho, “Creative Destruction or Just Destruction? How Hiring Former Founders as Employees Shapes Incumbent Firms’ Creative Performance”

– *Finalist*, Louis PONDY Best Dissertation Paper Award, Academy of Management

– Manuscript in preparation to be submitted to *Organization Science* (*working paper available upon request*)

Frédéric C. Godart, Giacomo Negro, Thomas Roulet, **Hang-Jun Cho**, Khwan Kim, and Kim Claes, “Cultural Production and Creative Industries”

– Under review at *Journal of Management*

RESEARCH IN PROGRESS

“Goal Duality of Hybrid Organizations and Networks of Informal Organizations” (*data analysis*)

“Firms’ Embeddedness, Knowledge Recombination, and Employees’ Exit to Entrepreneurship” (*manuscript writing*)

“Employee Mobility and the Learning of Product Positioning” (*Data analysis*)

“Managerial Hierarchy and Team Centralization: Exploring How Managerial Hierarchy Drives Network Centralization of Basketball Players in NBA Games” (*data analysis*)

HONORS, AWARDS, & GRANTS

<i>Finalist</i> , Louis Pondy Best Dissertation Paper Award, Academy of Management	2023
<i>Selected Participant</i> , Strategic Management Society Annual Conference,	2022
<i>Selected Participant</i> , Doctoral Consortium (OMT Division), Academy of Management	2022
<i>Selected Participant</i> , Doctoral Conference, Trans–Atlantic Doctoral Conference	2022
<i>Selected Participant</i> , Doctoral Consortium, Wharton-INSEAD Doctoral Consortium	2022
<i>Selected Participant</i> , Network Evolution Conference, Virtual	2021
<i>Recipient</i> , Outstanding Reviewer Award, Academy of Management (OMT)	2020
<i>Selected Participant</i> , Doctoral Consortium, Wharton–INSEAD Doctoral Consortium	2019
<i>Selected Participant</i> , INSEAD Summer Camp in Computational Organization Science	2018
<i>Recipient</i> , INSEAD PhD Fellowship & Research Grant	2017–2022
<i>Recipient</i> , The Asan–Hyundai Motors Foundation Scholarship	2014
<i>Recipient</i> , Mirae Asset Foundation Scholarship	2014
<i>Recipient</i> , Yonsei University Business School Scholarship	2009–2013

PAPER PRESENTATIONS AT CONFERENCES & SEMINARS

(*by co-author)

Academy of Management Annual Meeting, Boston, MA	Aug. 2023
Collège de France, Paris *	Jun. 2023
SDA Bocconi School of Management, Milan*	Feb. 2023
Hong Kong Polytechnic University, Hong Kong	Nov. 2022
City University of Hong Kong, Hong Kong	Nov. 2022

Hong Kong University of Science and Technology, Hong Kong	Nov. 2022
Economic Sociology Job Market Showcase by MIT Sloan, Virtual	Sep. 2022
UC Berkeley Hass School of Business, Berkeley, CA*	Sep. 2022
American Sociological Association Annual Meeting, Los Angeles, CA*	Aug. 2022
Academy of Management Annual Meeting, Seattle, WA	Aug. 2022
European Group of Organizational Studies Colloquium, Vienna, Austria	Jul. 2022
Trans–Atlantic Doctoral Conference by London Business School, Virtual	Jun. 2022
Creative Industries Conference, Amsterdam, Netherlands*	May. 2022
INSEAD–Bocconi PhD Seminar Series, Virtual	May. 2022
Wharton–INSEAD Doctoral Consortium, Fontainebleau, France	Apr. 2022
Stanford University Graduate School of Business, Virtual*	Feb. 2022
Network Evolution Conferences, Virtual*	Nov. 2021
INSEAD Strategy-Entrepreneurship Department Joint Seminar, Virtual	Oct. 2021
McGill University Seminar Series, Virtual*	Nov. 2020
Northeastern University M&O Group research seminar series, Boston, MA*	May. 2019
Wharton-INSEAD Doctoral Consortium, Philadelphia, PA	Nov. 2019

TEACHING EXPERIENCES

Organizational Behavior2–Macro (MBA Core), 2021	Teaching Assistant for Professor Frédéric Godart
Strategy Structure & Incentives (MBA Elective), 2022	Teaching Assistant for Professor Victoria Sevchenko
Power & Politics (MBA Elective), 2022	Teaching Assistant for Professor Andy Yap
Path to Power (MS Elective), 2022	Teaching Assistant for Professor Andy Yap
Organizational Sociology (PhD Elective), 2022	Teaching Assistant for Professor Frédéric Godart
Foundations of Strategy and Organization (PhD Elective), 2018	Guest Speaker on Organizational Theory

ACADEMIC SERVICES

<i>Reviewer</i> , Poetics	Since 2022
<i>Reviewer</i> , Strategic Management Society Annual Conference (Since 2022)	Since 2022
<i>Reviewer</i> , Academy of Management Annual Meeting (Since 2016)	Since 2016
<i>Interviewer</i> , Administrative Science Quarterly Student Blog <i>on Zhang & Guler (2020)</i>	Apr. 2021
<i>Student Representative</i> , INSEAD Entrepreneurship Department (2019–2021)	2019–2021

PROFESSIONAL EXPERIENCES & AWARDS

Outstanding Reviewer , OMT Division, Academy of Management Annual Meeting	2020
Unification Harmony (Social Entrepreneurship for North Korean Refugees) <i>Co-Founder & President</i>	2012–2016
<i>Senior Advisor</i>	2016–current
Best Idea Prize, Hackathon Idea Competition by SAP Korea <i>Winner</i>	2014
Minister's Prize, National Idea Competition for Peace and Prosperity by South Korea Government <i>Winner</i>	2014
Combined Forces Command, ROK–US <i>Duty as English Interpreter, 2009–2011</i>	

REFERENCES

Frédéric C. Godart

Associate Professor of Organizational Behavior
INSEAD
frederic.godart@insead.edu

Charles Galunic

Professor of Organizational Behavior & Aviva Chaired Professor of Leadership and Responsibility
INSEAD
charles.galunic@insead.edu

Victoria Sevcenko

Assistant Professor of Strategy,
INSEAD
victoria.sevcenko@insead.edu

Giacomo Negro

Professor of Organization & Management & Professor of Sociology (by courtesy)
Goizueta Business School, Emory University
giacomo.negro@emory.edu

Letian(LT) Zhang

Assistant Professor of Organizational Behavior
Harvard Business School, Harvard University
letian.lt.zhang@gmail.com