


Sylvia Rohlfer

Curriculum Vitae

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EDUCATION

| | | | |
|----------|--|---------------------------------|------|
| Ph.D | Warwick Business School | Industrial and Business Studies | 2006 |
| M.A. | Warwick Business School | European Industrial Relations | 1999 |
| Pre-B.A. | Konstanz University | Administrative Science | 1997 |
| M.A. | Federal University of Applied Administrative Sciences Mannheim | Public Administration | 1996 |

ACADEMIC APPOINTMENTS

CUNEF (Management Department)

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|---------------------|--------------|
| Associate Professor | 2015-present |
| Assistant Professor | 2010-2014 |

Saint Louis University, Madrid Campus (Management Department)

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| Adjunct Professor | 2009-2013 |
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CESIF Formation

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| Adjunct Professor (Master program International Management) | 2008-2011 |
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Schiller International University, Madrid Campus

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| Adjunct Professor (Undergraduate and MBA program) | 2009-2012 |
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Limkokwing University, London Campus

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| Adjunct Lecturer (MBA program) | 2007-2009 |
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Warwick Business School (HRM & OB department)

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| Associate Fellow | 2007-2008 |
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| Lecturer | 2003-2007 |
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| Teaching Assistant | 2002-2003 |
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University of Konstanz (Business Administration Department)

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| Research Assistant | 1999-2000 |
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| Teaching Assistant | 1997-1998 |
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PUBLICATIONS (*INDICATES DOCTORAL STUDENT OR POST-DOCTORAL TRAINEE)

Rohlfer, S., Hassi, A., & Jebsen, S. (2021). Management innovation and middle managers: the role of empowering leadership, voice, collectivist orientation. *Management and Organization Review*, in press.

Hassi, A., Rohlfer, S., & Jebsen, S. (2021). Empowering leadership and innovative work behaviour: The mediating effects of climate for initiative and job autonomy. *EuroMed Journal of Business*, in press.

Zhang-Zhang, Y., Rohlfer, S. & Rajasekera, J. (2020). An eco-systematic view of cross-sector fintech: the case of Alibaba and Tencent. *Sustainability*, 12(21), 8907. <https://doi.org/10.3390/su12218907>

*Song, H., Zhang, Y., Tian, M., Rohlfer, S., and Sharkasi, N. (2019). Culture and regional innovation performance. *Chinese Management Studies*, 13(2): 397-420. <https://doi.org/10.1108/cms-03-2018-0434>

Rohlfer, S. (2018). Employee involvement and participation in SMEs: a synthesis of extant research. *Journal of Evolutionary Studies in Business*, 3(1): 112-136. <https://doi.org/10.1344/jesb2018.1.j039>

Rohlfer, S. (2017). The ambiguous role of trade unions in startup formation. In: A. Carrizo Moreira, J.G. Leitao Dantas & F.M. Valente (eds.) *Nascent Entrepreneurship and Successful New Venture Creation*, IGI Global: Hershey, chapter 15.

Rohlfer, S., & Zhang, Y. (2016). Culture studies in international business: paradigmatic shifts. *European Business Review*, 28(1): 39-62. <https://doi.org/10.1108/ebr-07-2015-0070>

Rohlfer, S., Salvador Muñoz, C., & Slocum, A. (2016). People management in micro and small companies – a comparative analysis. *Estudios de la Fundación*, Serie Análisis, FUNCAS.

Hormiga, E., & Rohlfer, S. (2016). A call for novel research in entrepreneurship. *Journal of Evolutionary Studies in Business*, 1(1): 51-62. <https://doi.org/10.1344/jesb2016.1.j004>

*Tian, M. & Rohlfer, S. (2015). Lenovo: Creating a new legend. In: Zhang, Y. and Zhou, Y. *The source of innovation in China. Highly innovative human systems*. London: Palgrave Macmillan.

*Rohlfer, S., Zhao, W. (2015). Dual rives on innovation network: innovation of Datang Telecom Technology. In: Zhang, Y. and Zhou, Y. *The source of innovation in China. Highly innovative human systems*. London: Palgrave Macmillan.

Slocum, A., Rohlfer, S., & Gonzalez-Canton, C. (2014). Teaching business ethics through strategically integrated micro-insertions. *Journal of Business Ethics*, 125(1): 45-58. <https://doi.org/10.1007/s10551-013-1905-x>

Rohlfer, S. (2014). Trade unions in Western Europe: hard times, hard choices (book review). *Management Revue*, 25(1): 67-68.

Rohlfer, S. (2014). Incubators. In: H. Linwood Cousins (ed.) *Encyclopaedia of Human Services and Diversity*. Sage: Thousand Oaks, CA, pp. 167-169.

Rohlfer, S. (2013). Does industrial relations research support policy? A comparative assessment of research on Spain. *Relationes Industriales*, 68(3): 431-456. <https://doi.org/10.7202/1018435ar>

Rohlfer, S. (2013). Merger and Acquisitions (impact on jobs). In: V. Smith & J.G. Golson (eds.) *Sociology of Work: An Encyclopaedia*, Sage: London.

Rohlfer, S. (2012). Perspectives on social pacts in Spain: social dialogue and the social partners. *Management Revue*, 23(1): 49-65. <https://doi.org/10.5771/0935-9915-2012-1-48>

Rohlfer, S. (2004). Benchmarking concepts in the UK and Germany: a shared understanding amongst key players? *Benchmarking: An International Journal*, 11(5): 521-539. <https://doi.org/10.1108/14635770410557735>

MANUSCRIPTS UNDER REVIEW

Zhang, Y., Rohlfer, S. & Varma, A. Strategic people management in highly dynamic contexts: A knowledge management perspective. *Journal of Business Research*, 2nd round of review.

Rohlfer, S. & Zhang, Y. Tourism and hospitality crisis management research in pandemic contexts: status and future potential. *International Journal of Contemporary Hospitality Management*, submitted May 26, 2021.

MANUSCRIPTS IN PREPARATION

Rohlfer, S., Jebesen, S. & Hassi, A. Middle managers' innovative behaviour: the role of empowering leadership and voice. In preparation for submission to *Management Decision*.

Jebesen, S. & Rohlfer, S. Employee voice and firm innovation in SMEs: an empirical cross-national study. In preparation for submission to *International Journal of Human Resource Management*.

Zhang, Y. & Rohlfer, S. Dynamic strategic HRM capabilities and strategy making: typologies for contemporary environments. In preparation for submission to *Human Resource Management*

PRESENTATIONS

Academy of International Business (AIB) 2021; European Academy of Management (EURAM) Conferences 2014 to 2021; Researcher's Night Madrid 2018 & 2019; EIASM Workshop on Strategic HRM 2019; IFERA 2019; Research in Entrepreneurship and Small Business (RENT) 2016 and 2012

INVITED TALKS

University of Salento (Italy), University of Guadalajara (Mexico), Tecnológico de Monterrey Campus Guadalajara (Mexico), Al Akhawayn University (Morocco), University of Warwick, University of Barcelona

TEACHING EXPERIENCE

- Extensive undergraduate lecturing experience, with consistently good teaching ratings, including Human Resource Management, Organizational Design and Theory, Foundation of Management, Management Theory and Practice, Introduction to International Business; Managing Ideas in Entrepreneurial Firms; Research Methods
- Supervision of more than 50 final year theses (TFG) since 2015
- Academic Advisor for MBA program, Schiller University (Madrid campus), 2011-2012.
- Master level lecturing experience, including Business Administration, International Business Management
- Writer of cases for teaching purposes, some published via [The Case Centre case collection](#) or as book chapters.

GRANTS

- Horizon 2020 MSCA-RISE Grant, Jan 2020-Dec 2023. Project Title: *Entrepreneurial management for Fostering Innovation and Training-EM4FIT* (Work package leader). Grant Amount: €77.700 (€611,800 overall project)
- Japanese Society for the Promotion of Science (JSP), Apr 2019-Mar 2022. Project Title: *Culture's effects on innovation in international business: a study on Japanese character-based video game industry* (collaborating researcher). Grant amount: €35,000

- Horizon 2020 MSCA-RISE Grant, Jan 2017-Dec 2019. Project Title: *Knowledge and Innovation in, to and from Emerging Markets-K.I.T.F.E.M.* (Principal Researcher of Project Consortium and work package leader). Grant Amount: €720,000 (€84,000 work package)
- FUNCAS, Dec 2014-Nov 2015. Project Title: People management in micro and small companies: a cross-country, cross-sector analysis (Principal Researcher). Grant Amount: 14,000€
- People-2013-IRSES Grant, Sep 2013-Aug 2016. Project Title: *Explaining the nature of technological innovation in Chinese enterprises-E.N.T.I.C.E.* (collaborating researcher). Grant Amount: €243,600 (overall project)

ACCREDITATIONS, AWARDS & HONOURS

- *Outstanding paper 2017* (European Business Review), Emerald Publishing
- ANECA Accreditation in 2013: “*Profesor de Universidad Privada*”; “*Profesor Contractado Doctor*”.

ASSOCIATE EDITOR

- [Journal of Evolutionary Studies in Business](#) (2015-present)
- Management Revue (2013-2019)

EDITORIAL ADVISORY BOARD

[Management Revue](#) (2019-present)

FORMAL ACADEMIC TRAINING

- Educación Digital – Competencias para formadores, CEU Digital, Junio 15 – August 20, 2021.
- Personal Leadership and Success, Columbia Business School Executive Education, February 2 – April 27, 2021.
- Teaching in Online and Hybrid Classes: Key Elements for Success. Harvard Business Publishing Education, 21-23 January 2021.
- Herramientas de Investigación de Mercado, Adecco Formación, 2014.
- Case Method Workshop, European Case Clearing House, 2011.
- Postgraduate Certificate in Post-Compulsory Education (Higher Education), University of Warwick, 2006
- Qualitative Interviewing and Focus Group: A practical introduction. Essex Summer School, 07 Jul-17 Aug 2001
- Survey Data Analysis I & II, University of Southampton, Mar-Apr 2001

LANGUAGES

German (native); English (fluent); Spanish (fluent)