

MINJIE GAO

Department of Management & Entrepreneurship
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ACADEMIC POSITIONS

Postdoctoral Researcher 2021 - present
Centre for Responsible Leadership, Imperial College Business School, London, UK

EDUCATION

Ph.D. in Management 2015 - present
Bayes Business School (formerly Cass), City, University of London, UK
Thesis: “Organizing for Innovation – Essays on National Health Service’s Digitalization Process”
Committee: Prof. Amit Nigam, Prof. Costas Andriopoulos

PG Cert in Academic Practice, Distinction 2019
City, University of London, UK

M.Sc. in Management, Distinction 2014
Durham University Business School, UK

B.A. in English, GPA: 88.81/100, top 2% 2013
Beijing University of Chemical Technology, China

PROFESSIONAL INTERESTS

Research Interests

Organizational Theory; Technology and Innovation; Leadership; Work and Occupations; Healthcare; Qualitative Methods; Platform Organizations and AI

Teaching Interests

Technology and Innovation Management; Leadership; Critical Thinking; Strategy; Organizational Theory and Behavior; Entrepreneurship; Business & Society

PUBLICATIONS

Nigam, A., & Gao, M. (2017). “Future of clinical leadership: the critical role of front-line doctors.” *BMJ Leader*, 1(4), 33-35.

WORKING PAPERS

Gao, M., Nigam, A. & Andriopoulos, C. “Power of words: how do employee narratives shape our understanding of managerial incompetence?” Job market paper. Target submission: *Organization Science*.

Gao, M. & Nigam, A. “*They are one of us*– Change agents’ emotion management during change processes.” Target submission: *Administrative Science Quarterly*.

Gao, M. “Incompetence and Organization Studies.” Manuscript.

Gao, M. “Adoption and adaptation: an examination of the interdependency between technology affordances and micropolitical processes that shapes decision making.” Manuscript.

Moore, C., O’Neill, O., Workman, K. & Gao, M. “The experience and outcomes of moral distress at work”. Data collection and analysis stage.

Gao, M. “Innovation, complication and competition: examining multiple logics within an innovation failure.” Data analysis stage.

Gao, M. “Combating remoteness: identity and commitment challenge to professionals.” Data collection and analysis stage.

Gao, M. “The social worlds of runners and their dual identity – a community of practice perspective.” Data collection stage.

TEACHING EXPERIENCE

Global Visiting Faculty

School of Business, Tecnológico de Monterrey, Mexico

Leadership for Entrepreneurial Development, Undergraduate 2020 - present

- Coordinated course design, taught and evaluated full module. Advised students in project prototype building and mentored Entrepreneurs’ Challenge

Visiting Lecturer

Bayes Business School (formerly Cass), City, University of London, UK

Critical Thinking for Business, Undergraduate 2018 - 2020

- Coordinated course design, taught and evaluated full module for 1st year undergraduate students; adopted “Problem Based Learning” (PBL) approach in course delivery
- Student evaluations: 4.4/5 (2018); 4.3/5 (2019)

Advanced Strategic Management, Undergraduate 2018 - 2019

- Independently designed and taught two sessions on “Digital strategy: change & adaptation” and “Leadership in a digital world”
- Student evaluations: 4.6/5 (2018)

Vives University College, Belgium

Management of Innovation Process, Undergraduate 2017 - 2018

- Independently designed, taught, assessed and graded full module for 3rd year undergraduates
- Student evaluations: 4.6/5 (2017 Bruges campus); 4.5/5 (2017 Kortrijk campus); 4.6/5 (2018 Kortrijk campus)

Teaching Assistant

Bayes Business School (formerly Cass), City, University of London, UK

Business & Society, Undergraduate, instructed by Dr. Grace Augustine & Dr. Joelle Evans 2020

Leadership, Exec MSc, instructed by Prof. Amit Nigam 2020

Organisational Behaviour, MBA, instructed by Prof. Laura Empson 2019 - 2020

<i>Technology & Innovation Management</i> , instructed by Dr. Eugenia Cacciatori	2019 - 2020
<i>System Thinking</i> , MSc, instructed by Dr. Eugenia Cacciatori	2019
<i>Corporate Social Responsibility</i> , Undergraduate, instructed by Prof. André Spicer	2018
<i>Strategy</i> , MSc & MBA, instructed by Dr. Paolo Aversa	2017- 2018
<i>Strategy for Business</i> , Undergraduate, instructed by Dr. Aneesh Banerjee	2016 - 2017

- Main responsibilities for the above modules included coordinating course design and management, preparing course material, facilitating course delivery, leading weekly tutorial, supervising and grading individual assignments and group reports

Career Advisor

Bayes Business School (formerly Cass), City, University of London, UK

Management Lab & Business Skills, Undergraduate 2018 - 2019

- Provided bespoke, individual feedback to over 100 students on their career choices and application materials including resume, cover letter and LinkedIn profile

CONFERENCE AND INVITED PRESENTATIONS

“They are one of us” – Change agents’ emotion management during change processes.

- *European Group of Organization Studies Conference*, VU Amsterdam, Netherland, 2021
- *Postdoc Research Lab*, Imperial College Business School, UK, 2021

Power of words: how do employee narratives shape our understanding of managerial incompetence?

- *Academy of Management Annual Meeting*, Virtue Meeting, 2021
- *KIN Center for Digital Innovation*, VU Amsterdam, Netherland, 2020
- *Department of Social and Political Sciences Seminar Series/ joint with CERGAS*, Bocconi University, Italy, 2020 (given by co-author)
- *iShare*, Bayes Business School (formerly Cass), UK, 2020
- *PhDSshare*, Bayes Business School (formerly Cass), UK, 2020
- *Joint Doctoral Research Day in Organization Theory*, Bayes Business School (formerly Cass), UK, 2019
- *European Group of Organization Studies Conference*, Edinburgh, UK, 2019

Adoption and Adaptation: An Examination of The Interdependency Between Technology Affordances and Micropolitical Processes That Shapes Decision Making.

- *Academy of Management Annual Meeting*, Chicago, IL, 2018
- *Society for Studies in Organizing Healthcare 11th Organizational Behavior in Health Care (OBHC) Conference*, Montreal, Canada, 2018
- *Organising Healthcare Research Network Workshop*, Warwick Business School, UK, 2018
- *Joint Doctoral Research Day in Innovation, Entrepreneurship & Strategy*, Imperial College Business School, UK, 2018

Innovation, Complication and Competition: Examining Multiple Logics Within an Innovation Failure.

- *Academy of Management Annual Meeting*, Atlanta, GA, 2017
- *Joint Doctoral Research Day in Innovation, Entrepreneurship & Strategy*, Imperial College Business School, UK, 2017

RESEARCH EXPERIENCE

Research Assistant

2020

Saïd Business School, University of Oxford, UK

- Assisted Dr. Gretta Corporaal on a project about organizing in digital platform economy. Main responsibilities included collecting secondary data and undertaking literature review

Research Assistant

2017 - 2020

Bayes Business School (formerly Cass), City, University of London, UK

- Assisted Dr. Joelle Evans (Cass) and Dr. Kristina Dahlin (Oxford) on a project about organization learning. Main responsibilities included analysing archival data and refining coding categories
- Assisted Dr. Aneesh Banerjee (Cass) on a project about employee ownership. Main duties included conducting desktop research and undertaking a literature review

Ph.D. Researcher

2015 - present

Bayes Business School (formerly Cass), City, University of London, UK

- Developed research protocol, conducted field research using ethnographic methods such as interviews, observations and focus groups, and performed qualitative data analysis
- Collaborated with Intensive Care Unit research team to identify solutions for accelerating digital transformation and communicated research findings to practitioners at departmental meetings

Researcher

2014

Centre for Evaluation and Monitoring (CEM), Durham University, UK

- Designed a survey that was distributed to 2,000 key consumers to collect feedback on products and services; performed statistical analyses on survey data using Excel and SPSS
- Interviewed over 20 employees from sales and marketing to align expectations
- Produced a report with comprehensive marketing recommendations and a conceptual model redefining CEM's consumer base in England

Project Lead

2011 - 2012

Beijing University of Chemical Technology, Beijing, China

- Designed and executed research to understand book publication's market performance using qualitative methods such as interviews and archival data analysis
- Communicated research findings at departmental seminars to audiences of practitioners and academics (up to 30)

HONOURS AND AWARDS

Best Reviewer Awards, OCIS Division

2021

Department Nominee, OMT Doctoral Student Consortium

2020

City University Doctoral Studentship (£85,000)

2015 - 2019

Doctoral Travel Grant, Worshipful Company of Saddlers, London (£1,000)

2019

Society for Studies in Organizing Healthcare (SHOC) Scholarship (\$500 CAD)

2018

City Graduate School Conference Travel Bursary (£1,000)

2018

Department Nominee, OMT Doctoral Student Consortium

2018

National Scholarship of China

2013

BUCT Scientific Research Project Grant (¥2,000)

2011 - 2012

People's Scholarship at Beijing University of Chemical Technology

2010 - 2012

SERVICE AND AFFILIATION

Reviewer for IFIP9.4 Virtual Conference, *2021*

Reviewer for AOM Annual Conference, *2017 - present*

Reviewer for AOM Specialized Conference, Big Data and Managing in a Digital Economy, *2018*

Reviewer for Society for Studies in Organizing Healthcare 11th Conference, *2018*

Fellow of Higher Education Academy (FHEA)

Member of Academy of Management (AOM), OMT, ODC, OCIS, MOC & HCM Divisions

Member of American Sociological Association (ASA)

Member of European Group for Organizational Studies (EGOS)

PROFESSIONAL EXPERIENCE

Consultant	<i>2014 - 2015</i>
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Global Universities Sponsorship, London

Marketing Assistant	<i>2013</i>
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British Standard Institution, Beijing

Associate	<i>2012</i>
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Manning Selvage & Lee Group, Beijing

ADDITIONAL

Languages: Mandarin (native), Japanese (elementary)

Interests: running, boxing, outdoor activities, painting