

MINJIE GAO

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EDUCATION

Ph.D. in Management	<i>Expected December 2020</i>
Cass Business School, City, University of London, UK	
PG Cert in Academic Practice, Distinction	<i>2019</i>
City, University of London, UK	
M.Sc. in Management, Distinction	<i>2014</i>
Durham University Business School, UK	
B.A. in English, GPA: 88.81/100, top 2%	<i>2013</i>
Beijing University of Chemical Technology, China	

PROFESSIONAL INTERESTS

Research Interests

Organizational Change; Innovation; Technology and Work; Community of Practice; Entrepreneurship and Social Entrepreneurship; Sociology of Work; Qualitative Methods; Ethnography; Healthcare Management.

Teaching Interests

Strategy; Business Communication; Technology and Innovation Management; Critical Thinking; Organizational Behaviour; Digital Leadership; Entrepreneurship and Social Entrepreneurship.

PUBLICATION AND WORKING PAPERS

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

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. "Understanding Employees' Emotional Responses Towards Excessive Organisational Change." Manuscript. Target submission: *Administrative Science Quarterly*.

Gao, M. "Adoption and adaptation: an examination of the interdependency between technology affordances and micropolitical processes that shapes decision making." Manuscript. Target submission: *Academy of Management Journal*.

Gao, M. "The role of artefacts in affecting the interaction between healthcare professionals and health informatics system." Early-stage manuscript. Target submission: *Organization Studies*.

Gao, M. "Innovation, complication and competition: examining multiple logics within an innovation failure." Manuscript, currently re-analysing data. Target submission: *Journal of Management*.

Gao, M. "Changing nature of work- organizational learning and adaptation to platform technology." Early-stage manuscript, currently reviewing literature. Target submission: *Administrative Science Quarterly*.

Gao, M. "The social worlds of runners and their dual identity – a community of practice perspective." Early-stage manuscript, currently collecting data. Target submission: *Academy of Management Journal*.

TEACHING EXPERIENCE

Visiting Lecturer

Critical Thinking for Business, UG, Cass Business School, UK 2018 - 2019

- 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)

Management of Innovation Process, UG, Vives University College, Belgium 2017 - 2018

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

Guest Lecturer

Advanced Strategic Management, UG, Cass Business School, UK 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)

Teaching Assistant

Cass Business School, London, UK

Business & Society, UG, 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

Technology and Innovation Management, UG, instructed by Dr. Eugenia Cacciatori 2019 - 2020

System Thinking, UG, instructed by Dr. Eugenia Cacciatori 2019

Corporate Social Responsibility, UG, instructed by Prof. André Spicer 2018

Strategy, MSc & MBA, instructed by Dr. Paolo Aversa 2017- 2018

Strategy for Business, UG, 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.

RESEARCH EXPERIENCE

Research Assistant

2020 - present

Saïd Business School, University of Oxford, UK

- Research assistant for Dr. Greta Corporaal on a project about organizing in digital platform economy. Main responsibilities included collecting secondary data and undertaking literature review.

Research Assistant

2017 - present

Cass Business School, London, UK

- Research assistant for 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.
- Research assistant for Dr. Aneesh Banerjee (Cass) on a project about employee ownership. Main responsibilities included conducting desktop research and undertaking a literature review.

Ph.D. Researcher

2015 - present

Cass Business School, 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 ICU research team to identify solutions for accelerating digital transformation and communicated research findings to practitioners at departmental meetings
- Presented research papers at top management conferences (EGOS, AOM) and universities (Imperial, UCL, WBS) domestically and internationally

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)

ACADEMIC PRESENTATIONS

2020 *PhdShare*, Cass Business School, London, UK. "The Narrative Construction of Managerial Incompetence."

2019 *European Group of Organization Studies Conference*, Edinburgh, UK. "The Narrative Construction of Managerial Incompetence."

2019 Joint PhD Student Research Days, Cass Business School, London, UK. “The Narrative Construction of Managerial Incompetence.”

2018 Academy of Management Annual Meeting, Chicago, USA. “Adoption and Adaptation: An Examination of The Interdependency Between Technology Affordances and Micropolitical Processes That Shapes Decision Making.”

2018 Joint Doctoral Research Days, Imperial College Business School, London, UK. “Adoption and Adaptation: An Examination of The Interdependency Between Technology Affordances and Micropolitical Processes That Shapes Decision Making.”

2018 Organising Healthcare Research Network (OHRN) Workshop, Warwick Business School, UK. “Adoption and Adaptation: An Examination of The Interdependency Between Technology Affordances and Micropolitical Processes That Shapes Decision Making.”

2018 Society for Studies in Organizing Healthcare 11th Organizational Behavior in Health Care (OBHC) Conference, Montreal, Canada. “Adoption and Adaptation: An Examination of The Interdependency Between Technology Affordances and Micropolitical Processes That Shapes Decision Making.”

2017 Academy of Management Annual Meeting, Atlanta, USA. “Innovation, Complication and Competition: Examining Multiple Logics Within an Innovation Failure.”

2017 Joint Doctoral Research Days, Imperial College Business School, London, UK. “Innovation, Complication and Competition: Examining Multiple Logics Within an Innovation Failure.”

PROFESSIONAL EXPERIENCE

Global Universities Sponsorship, London	<i>2014 - 2015</i>
Consultant	
British Standard Institution, Beijing	<i>2013</i>
Marketing Assistant	
Manning Selva & Lee Group, Beijing	<i>2012</i>
Associate	

HONOURS AND AWARDS

Department Nominee, OMT Doctoral Student Consortium	<i>2020</i>
City University Doctoral Studentship (£85,000)	<i>2015 - 2019</i>
City Graduate School Conference Travel Bursary (£1,000)	<i>2019</i>
Society for Studies in Organizing Healthcare (SHOC) Scholarship (\$500 CAD)	<i>2018</i>
City Graduate School Conference Travel Bursary (£1,000)	<i>2018</i>
Department Nominee, OMT Doctoral Student Consortium	<i>2018</i>
National Scholarship of China	<i>2013</i>
BUCT Scientific Research Project Grant (¥2,000)	<i>2011 - 2012</i>
People’s Scholarship at Beijing University of Chemical Technology	<i>2010 - 2012</i>

SERVICE AND AFFILIATION

Reviewer for AOM Annual Conference, OMT & TIM Divisions, 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)

Member of European Group for Organizational Studies (EGOS)

REFERENCES

Prof. Amit Nigam

Professor of Management

Cass Business School, City, University of London, UK

Email: amit.nigam.1@city.ac.uk

Prof. Costas Andriopoulos

Professor of Management

Cass Business School, City, University of London, UK

Email: costas.andriopoulos.2@city.ac.uk

Dr Aneesh Banerjee

Associate Professor of Management

Cass Business School, City, University of London, UK

Email: aneesh.banerjee@city.ac.uk