

# Eucman Lee

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## EDUCATION

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Current	Assistant Professor, Nanyang Business School
2016	Postdoctoral Researcher, Strategy, INSEAD
2015	PhD, Strategy and Entrepreneurship, London Business School
2010	M.Res. Strategy and International Management, London Business School
2001	M.S. Management Engineering, Korea Advanced Institute of Science and Technology
1999	B.S. Mechanical Engineering (Major) and Mathematics (Double), Pohang University of Science and Technology

## PUBLICATION

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- Eucman Lee, and Phanish Puranam. "The implementation imperative: Why one should implement even imperfect strategies perfectly." *Strategic Management Journal* (2015).
- Eucman Lee and Phanish Puranam, "The Nature of Expertise in Organization Design: Evidence from an Expert–Novice Comparison", *Advances in Strategic Management* (2015),
- Lee, E., Lee, J., & Lee, J. (2006). Reconsideration of the winner-take-all hypothesis: Complex networks and local bias. *Management Science*, 52(12), 1838–1848.

## RESEARCH IN PROGRESS

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- Eucman Lee, Jeho Lee, Ji-Hwan Lee and Dan Braha, "Regularity in Structure and Dynamics of Hierarchy" (Under Review)
- Eucman Lee, "CEO functional background, Organizational Structure and Performance: Evidence from the U.K. healthcare sector", (75th Academy of Management Annual Meeting, Vancouver, Canada, Aug, 2015)
- "Separating belief from actions: Consequences for learning," with Magda Osman and Phanish Puranam (Under Progress, on/offline experiments)
- "Innovation and Fat-Tail Distribution," with Cheong Siew Ann, Jeho Lee, Jingoo Kang, (Under Progress, Model Deveopment/Numerial analysis)
- "The growth of the hierarchy: A simulation approach," with Phanish Puranam (Under Progress, Model Development)

## ACADEMIC ACTIVITIES

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### *Conference/Invited Presentations*

- Eucman Lee, Jeho Lee, Jingoo Kang, "Above-Normal Growth of Innovative Nomads in the Perennial Gale of Creative Destruction", (Strategic Management Society, Paris, Sept 2018[coming])
- Eucman Lee, Jeho Lee, Jingoo Kang, "Above-Normal Growth of Innovative Nomads in the Perennial Gale of Creative Destruction", (Strategic Management Society, Paris, Sept 2018)
- Eucman Lee, Jeho Lee, "Above-Normal Growth of Innovative Nomads in the Perennial Gale of Creative Destruction", (Theoretical Organizational Models, Paris, June 2018)

- Eucman Lee and Phanish Puranam, “The growth of the hierarchy: A simulation approach”, (Theoretical Organizational Models, Rome, June 2017)
- Eucman Lee, Jeho Lee, Ji-Hwan Lee and Dan Braha, “Regularity in Structure and Dynamics of Hierarchy”, (76th Academy of Management Annual Meeting, 2016)
- Eucman Lee, Jeho Lee, Ji-Hwan Lee and Dan Braha, “Regularity in Structure and Dynamics of Hierarchy”, (Asian Management Research Council, 2016)
- “The Role of Hierarchy and Middle Management in Learning”, 75th Academy of Management Annual Meeting, Vancouver, Canada, Aug, 2015
- “CEO functional background, Organizational Structure and Performance: Evidence from the U.K. healthcare sector,” 75th Academy of Management Annual Meeting, Vancouver, Canada, Aug, 2015
- “CEO functional background, Organizational Structure and Performance: Evidence from the U.K. healthcare sector,” ORG seminar, LMU, Munich, October 2014
- “CEO functional background, Organizational Structure and Performance: Evidence from the U.K. healthcare sector,” SMS Special conference, Copenhagen Business School, Copenhagen, September, 2013 (Accepted)
- “The Implementation Imperative: Why effective implementation may be useful even with bad strategy.” Academy of Management Meeting, Orlando, Florida, Paper presentation, August 2013
- “The nature of expertise in organization design.” Academy of Management Meeting, Orlando, Florida, Paper presentation, August 2013
- “The Designer’s Influence on Organization Design: A study of CEO characteristics and organizational structures in NHS trusts.” Said Business School, Oxford, June 2013
- “The Implementation Imperative: Why effective implementation may be useful even with bad strategy.” TOM Society meeting, NYU, April 2013
- “The nature of expertise in organization design.” Trans-Atlantic Doctoral Conference, London Business School, May 2013
- “The Implementation Imperative: Why effective implementation may be useful even with bad strategy.” Organization Science Winter Conference, Steamboat, Colorado February 2013
- “The Implementation Imperative: Why effective implementation may be useful even with bad strategy.” Academy of Management Meeting, Paper presentation, Boston, August 2012
- “The Designer’s Influence on Organization Design: A study of CEO characteristics and organizational structures in NHS trusts.” Trans-Atlantic Doctoral Conference, London Business School, May 2012
- “The Designer’s Influence on Organization Design: A study of CEO characteristics and organizational structures in NHS trusts.” University of southern Denmark, Strategic Organization Design unit, University of Southern Denmark Denmark, April 2012
- “The Implementation Imperative: Why effective implementation may be useful even with bad strategy.” Trans-Atlantic Doctoral Conference, London Business School, May 2011
- “The Implementation Imperative: Why effective implementation may be useful even with bad strategy.” TOM Society meeting, U. Pompeu Fabra, Barcelona, January 2011
- “The Role of Hierarchy and Middle Management in Learning.” Organization Science Winter Conference, Steamboat, Colorado February 2010 (corresponding-author presentation).

## TEACHING EXPERIENCES

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### Teaching:

Spring 2016	Strategic Management (Undergraduate) <i>Nanyang Business School</i>
Autumn 2013	Case Seminar Lecturer, Foundations of management (Master of Management) <i>London School of Economics &amp; Political Science.</i>

### Teaching Assistant/Tutoring:

Spring 2012	Online Tutor, Executive Education Program, <i>London Business School</i>
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Summer 2013 Teaching Assistant, Core Strategy, EMBA Global/ EMBA London/ EMBA Dubai,  
*London Business School*

Summer 2012 Teaching Assistant, Corporate Strategy, MBA,  
*London Business School*

**PROFESSIONAL EXPERIENCES**

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2002 ~2007 i2 Technologies, Solution Architect/ Supply Chain Management Consultant