

CURRICULUM VITAE

Name: Katja Maria Johanna Einola
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EDUCATION

Doctor of Science in Economics and Business Administration, Turku School of Economics, 2013- 2017

Master of Science (MSc) in Business Administration, International Business, École des Hautes Études Commerciales (HEC), Montreal, Canada, 2000 (Dean's Honor's list)

Professional degree in Tourism. *Tecnico de empreseas y actividades turisticas*, Centro Espanol de Nuevas Profesionas, Madrid, Spain, 1991

Diploma in Adult Pedagogy. *Aikuiskasvatustieteen perusopinnot* (25 ECTS), Jyväskylä University Continuing Education, 2012

Business Russian, six courses (24 ECTS), Aalto University, 2010-2012

Examples of other courses: Rhetoric – the art of persuasion, Developing leadership skills, PMI-Project Management courses, Human Skills for Virtual Leaders, Consulting Skills, Consultative Approach

FLUENT LANGUAGES: Finnish (mother tongue), English, French, Spanish, Swedish

PROFESSIONAL EXPERIENCE (ACADEMIC)

Peer review work: *International Journal of Management Reviews*, *The Leadership Quarterly*, *Human Resource Management*, *Scandinavian Journal of Management*, *Leadership*, *Journal of Business Ethics*, *Business Ethics Quarterly*, and others.

PhD thesis supervision: *Thesis co- supervisor for SSE PhD Candidate Jeannette Eidmann (2022-)*, *Thesis co- supervisor for Doctor of Business Administration (DBA) candidate Johan Johansson, University of Bath (2020-)*.

Assistant Professor, Stockholm School of Economics, 08/2021 -

Lecturer/supervision work:

Bachelor's level courses: Management II: Leadership (2021, 2022), Management I (2022),
Leading teams - Advanced project management (2022).

Other: Co-organizer for the department seminar series.

Wallander Postdoctoral researcher, 02/2020- 07/2022, Hanken School of Economics.

The first Finnish recipient of the three-year full research grant

Assistant Professor, Hanken School of Economics, Helsinki, 08/2018-02/2020

Lecturer/supervision work:

Bachelor & Master level courses: Organization Theory (2018, 2019), Leadership (2019),
Bachelor's thesis group coordinator (2018, 2019), 'Praktik'/Internship course supervisor and
examiner, both Bachelor's and Master's level (2018, 2019, 2020).

Master's and Bachelor's thesis supervisor (five Master's, 13 Bachelor's theses).

Other: Member of the Hanken student mobility group (a staff forum to coordinate international student exchanges)

Lecturer, University of Lappeenranta, 2019 (Organization Theory)

Postdoctoral Researcher, Lund University, Department of Business Administration 06/2017-08/2018.

Thesis supervisor, (eight Bachelor's thesis groups, 2020 and 2021)

Doctoral Candidate/ Research Position, Turku School of Economics, 06/2013-12/2016

Lecturer/supervision work:

Bachelor level courses: Introduction to work life and academic studies, (2013, 2014, 2015, 2016)

Master's level courses: International business strategy (2014, 2015, 2016), Master's thesis supervision group in international business (2013). Master's thesis supervision (four theses).

Other: Educational and research program coordinator for the international business strategy course (joint undertaking between University of Tartu, University of Pskov and University of Latvia).

AWARDS, GRANTS & OTHER

- *'Outstanding teaching evaluation'* with Jesper Blomberg, for the course Leading teams - Advanced project management, Spring 2022
- *'Good teacher'*- award for receiving the highest student evaluation in the 2018/2019 study year for the course 'Organization Theory' at Lappeenranta University of Technology
- *'Article of the year'*- award 2019 (with Mats Alvesson) at The Leadership Quarterly (for *Warning against excessive positivity: Authentic leadership and other traps in leadership studies*)
- Full three-year post-doc grant from Wallander foundation (Handelsbanken, Sverige)
- A research grant by Kaute, 2014
- A group research grant by Liikesivistysrahasto, 2014 (Principal investigator: Kristiina Mäkelä, Aalto university)
- A personal research grant by Liikesivistysrahasto, 2013
- Best reviewer award (EIBA conference, 2014)
- Doctoral research proposal selected to Dunning tutorial (EIBA, 2014)

PROFESSIONAL EXPERIENCE (OTHER)

Organizational development advisor 2020 – research and advisory projects in the public and private sector.

Senior Program Manager, Ericsson AB, Stockholm, Multimedia, Strategic Programs, 2005-2010

- 1) Market support to introduce end-user services in early phases of product, technology and market maturity.
- 2) Change management program to improve product quality for mobile users and 3rd party contract management.
- 3) Market Unit Maturity Program. Senior Adviser to drive a global strategic initiative in local organizations, introduce new processes and build competence in a new business area.

Global Resource Manager, Ericsson Canada, Global Services, 2004-2005

- 1) Tactical and operational resource management support to regions.
- 2) Implementation of global tools and processes.
- 3) Support for prioritized customer projects, customer escalation handling.

Project Manager, Ericsson Canada, Global Services, 2002-2004

Network delivery projects (mainly in Latin America, Africa and Asia).

Marketing Manager, Ericsson Canada, Mobile Systems, 2000-2002

Sales Representative (Wholesale travel & tourism, incoming operations), Adventure World of Brazil, Rio de Janeiro, Brazil, 1991-1993

PUBLICATIONS

Academic journals:

Ahonen, P., Blomberg, A., Doerr, K., Einola, K., ... Zhang, L. (2020). Writing resistance together. *Gender, Work & Organization*. (forthcoming)

Alvesson, M., & Einola, K. (2018). Excessive work regimes and functional stupidity. *German Journal of Human Resource Management*, 32, 3-4, 283-296

Alvesson, M., & Einola, K. (2019). Warning for excessive positivity: Authentic leadership and other traps in leadership studies. *The Leadership Quarterly*. 30 (4), 383-395

NB: This article won the best article of the year award (2019) at *The Leadership Quarterly*.

Alvesson, M., & Einola, K. (2022). The gaslighting of authentic leadership 2.0. *Leadership*, 17427150221125271.

Alvesson, M., Einola, K. Gardner, W. & Karam, E. (2020). Authentic leadership theory: a case for and against. *The Leadership Quarterly*.

Alvesson, M., Einola, K., & Schaefer, S. M. (2022). Dynamics of wilful ignorance in organizations. *The British Journal of Sociology*, 73(4), 839-858.

Alvesson, M., Einola, K. & Schaefer, S. (2021). Philosophical minds or Brotgelehrte? *Organization Studies*.

Alvesson, M., Sandberg, J. & Einola, K. (2021). *Reflexive research design*. In Flick, U. (ed). *The SAGE Handbook of Qualitative Research Design*. London: SAGE.

Degbey, W. Y., & Einola, K. (2019). Resilience in virtual teams: Developing the capacity to bounce back. *Applied Psychology: An International Review*.

NB: This study was highlighted in a 2020 editorial by the Editors-in-Chief as one of the seven most influential papers published in this journal in the last 15 years relevant for the era of COVID-19:

https://iaap-journals.onlinelibrary.wiley.com/pb-assets/assets/14640597/APIR_Virtual_Issue_COVID_19_Editorial-1585819191813.pdf

Einola, K. (2017). *Making sense of successful global teams*. Doctoral Dissertation. University of Turku.

Einola, K., & Alvesson, M. (2019). The making and unmaking of teams. *Human Relations*, 72(12), 1891-1919.

NB: This study was selected to be part of a special “Virtual Working” issue by *Human Relations* related to challenges and lessons of virtual working from/ at home. (2020)

Einola, K., & Alvesson, M. (2020). When ‘good’ leadership backfires: Paradoxes of the leader/follower relation. *Organization Studies*.

Einola, K. & Alvesson, M. (2020). Behind the numbers: questioning questionnaires. *Journal of Management Inquiry*.

Einola, K., & Alvesson, M. (2021). The perils of authentic leadership theory. *Leadership*, 174271502111004059.

Einola, K., Elkina, A., Gao, G., Hambleton, J., Kaasila-Pakanen, A. L., Mandalaki, E., ... & Pullen, A. (2020). Writing multi-vocal intersectionality in times of crisis. *Gender, Work & Organization*.

Einola, K., & Khoreva, V. (2022). Best friend or broken tool? Exploring the co-existence of humans and artificial intelligence in the workplace ecosystem. *Human Resource Management*.

Einola, K. & Sveningsson, S. (2020). Ackreditering i högre utbildning (Accreditation in higher education). In Alvesson, M. & Sveningsson, S. (eds) *Ledning och (sned)styrning i högskolan*. Studentlitteratur.

Einola, K. & Werr, A. (2020). HRM I akademien: Byråkratiskt nonsens eller vägen till en bättre arbetsplats? (HRM in academia: Bureaucratic nonsense or a path to a better workplace?) In Alvesson, M. & Sveningsson, S. (eds) *Ledning och (sned)styrning i högskolan*. Studentlitteratur.

Werr, A. & Einola, K. (2020). Individual Performance Management – Enabler or Threat to Academic Performance? Forthcoming in: Lindgreen, A. Irvin, F. Poulfelt, and T. U. Thomsen (eds) *How to lead academic departments successfully?* Edward Elgar Publishing.

Zettinig, P. & Einola, K. (2018): ‘Integrating doctoral research and teaching with technology: A case from a Finnish business school’. In Hyatt L. & Allen. S. (eds) *Advancing Doctoral Leadership Education through Technology*. Edward Elgar Publishing.

Trade journals:

Einola, K. (2018). Ei johtajia ilman seuraajia. In: Turun Sanomat, Talousliite (29.5. 2018).

Einola, K. (2017). Menestyksellä virtuaalitiimi on tilannetajuinen ja vuorovaikutteinen. In: Aurora (03/2017).

Einola, K. (2017). Tiimi tuntee itsensä paremmin kuin esimies. Väitöksen mukaan tiimit alisuoriutuvat. In: Talouselämä (24.10.2017).

Einola, K. (2017). Minä väitän: Tiimi tuntee itsensä paremmin kuin esimies. In: Fakta (05.10.2017).

Conference papers:

AOM 2022: Einola, K., Khoreva, V., & Tienari, J. (2022). A Critical Inquiry into an Anthropomorphized Robot Entering the Workplace. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 13746). Briarcliff Manor, NY 10510: Academy of Management.

EGOS 2022: Einola, K., Jaser, Z, and Alvesson, M. *Who am I if not a banker? In and out of a templated subjectivity in investment bank working life*

EGOS 2021: Alvesson, M, Einola, K. & Schaefer, S. *Wilful ignorance in organizations.*

NEON 2020: From teams to teaming

EGOS 2020: Scholars or Brotgelehrte? (with Mats Alvesson & Stephan Schaefer)

EGOS 2019: Warning for excessive positivity in leadership studies (with Mats Alvesson)

EGOS 2018: 1) Stories of strategic change at three levels of organization: The bottom, the middle and the top (with Kerttu Kettunen and Markus Granlund). 2) When ‘good’ leadership backfires: understanding the leadership/followership as a relation (with Mats Alvesson)
https://www.egosnet.org/jart/prj3/egos/main.jart?rel=de&reserve-mode=active&content-id=1499635422149&subtheme_id=1474852914205&show_prog=yes

EIBA 2017: Integrating doctoral research with teaching international business strategy
http://www.eiba2017.polimi.it/wp-content/uploads/2018/02/Proceedings_EIBA.pdf

PROS (Process Symposium) 2016: Global virtual teams as enacted environments (presented in the conference main theme track)
https://docs.wixstatic.com/ugd/788575_b47cf4aa772545fd8af497abb4150c8c.pdf

INGroup conference 2016: Multiple team membership– what drives employee commitment to competing demands? (presented in the conference main track) (with Kristiina Mäkelä, Christina Butler and Olli-Pekka Kauppila)
http://www.ingroup.net/resources/2016_INGRoup_conference_schedule_final.pdf

EIBA 2016: Designing for learning: How to become an IB strategist?
http://www.eiba.org/UserFiles/20170321_EIBA_2016_Proceedings_v2.pdf

PROS 2015: Doctoral Tutorial

PEDA Forum Finland 2015: A tale of two courses’- experiences from practice-based inspired teaching from advanced master’s level courses on strategy and methodology

https://www.hanken.fi/sites/default/files/atoms/files/a_tale_of_two_courses_applying_a_practice_oriented_and_enquiry-based_learning_approach_in_a_business_school_master_s-level_classroom_setting.pdf

EIBA 2014: Global virtual teams as collective accomplishments

EIBA 2013: Dunning Doctoral Tutorial

Vaasa International Business Conference 2013: The role of cultural intelligence (CQ) on team outcomes.
