

# Daniel Z. Mack

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## Current position

*Assistant Professor of Strategy and Entrepreneurship*, Lee Kong Chian School of Business, Singapore Management University, 2017.

## Education

PHD in Management (Strategy), INSEAD.

MS in Business Administration, Seoul National University.

BENG in Mechanical Engineering, National University of Singapore.

## Publications

### JOURNAL ARTICLES

“Interfaces, Social Information Processing, and Diversity Cascades: How Board Diversity Influences Invention Output” (with Guoli Chen, Po-Hsuan Hsu, Yen Teik Lee, and Gerry George). *Research Policy*, conditionally accepted for publication.

“How Deep-level and Surface-level Board Diversity, Formal and Informal Social Structures Affect Innovation” (equal authorship with Guoli Chen, Po-Hsuan Hsu, and Yen Teik Lee). *Journal of Management Studies*, in-press.

“Attentional Engagement and Strategic Responses to Discontinuous Environmental Change: Evidence from the US Banking Industry” (with Theresa Cho, and Andrew Yi). *Strategic Organization*, 22(1): 49-90, 2024.

“The Differential Effects of CEO Narcissism and Hubris on Corporate Social Responsibility” (equal authorship with Yi Tang and Guoli Chen). *Strategic Management Journal*, 39(3): 1370-1387, 2018.

“Opening up: How Centralization Affects Participation and Inclusion in Strategy Making” (with Gabriel Szulanski), *Long Range Planning*, 50(3): 385-396, 2017.

### MANUSCRIPTS UNDER REVIEW

“CEO personality and risk taking” (with Korcan Kavusan, Matthew Mount and Gokhan Ertug). Revise-and-resubmit at *Strategic Management Journal*.

“Group decision structures and allocation outcomes” (with Jared Nai, Jay Narayanan and Reddi Kotha). Revise-and-resubmit at *Strategic Management Journal*.

“Vicarious involvement and implementation outcomes” (with Reddi Kotha and Jared Nai). Revise-and-resubmit at *Strategic Management Journal*.

“Resourcefulness and survival of small firms” (with Tiong Kiat Wong and Gerry George). Reject-and-resubmit at *Entrepreneurship Theory and Practice*.

“Managing Participation and Inclusion in the Strategy Process” (with Gabriel Szulanski). Reject-and-resubmit at *Strategic Management Journal*.

“Innovating for grand challenges and legitimating practices” (with Kenneth Goh and Gerry George). Under review at *Strategic Management Journal*.

“Psychological safety climate in complex organizations” (with Quy N. Huy). Under review at *Organization Science*.

“CEO regulatory focus, framing and strategic risk-taking” (with Shinhye Ahn, Cecile Cho, Stephen Hwang, and Theresa Cho). Under review at *Organizational Behavior and Human Decision Processes*.

#### **MANUSCRIPTS UNDER PREPARATION FOR SUBMISSION**

“Resource Constraints and Innovation Capabilities” (with Minh Vo and Quy Huy). Preparing for submission to *Strategic Management Journal*.

“Multi-stakeholders and Organizational Scaling” (with Quy N. Huy and Weiru Chen). Preparing submission to *Academy of Management Journal*.

#### **CONFERENCE BEST PAPER PROCEEDINGS**

“Power to the People? The Limits of Equality-Based Involvement in Managing Strategic Change”. *Academy of Management Best Paper Proceedings*, 2020(1), 2020.

#### **BOOK CHAPTERS**

“How Centralized Organizations Involve Stakeholders in the Strategy Process” (with Gabriel Szulanski). In A. Nir (Eds.) *Centralization: Benefits and drawbacks*: 131-147. 2023. Nova Science Publishers: New York.

“Strategic Change and Renewal” (with Quy N. Huy). In I.M. Duhaime, M.A. Hitt, and M.A. Lyles (Eds.) *Strategic Management: State of the Field and Its Future*: 539-558. 2021. Oxford University Press.

#### **CASES**

“Smile Revolution: Zenyum’s Game-Changing Style, Winning Asian with Smiles” (with Adam Ahmad Samdin, Oh Kun Sheng Edmond and Seow Jia Hui Leticia) in *How Asian Brands Soar 9*, Academy of Asian Business, 2024.

“An Uncommon Tryst: Unilever’s ‘the Vegetarian Butcher’ Meets Singapore’s ‘the Social Kitchen’” (with Kenneth T. Goh and Sheetal Mittal) Centre for Management Practice, Singapore Management

University, 2023.

“Leading and Creating Resilience in Good and Bad Times: Indian Hotels Company Limited (IHCL) and the COVID-19 Pandemic” (with Quy N. Huy and Ramana P.V. Murthy) INSEAD Case Publishing, 2022.

“National University Cancer Institute Singapore: Pioneering an Innovative Healthcare Model” (with Katharina Lange, CW Chan, Adina Wong) Centre for Management Practice, Singapore Management University, 2019.

“QIHOO 360: Costly Negotiating and Firm Growth in China” (with Jonghoon Bae) *Business Case Series 30*, Seoul National University Center for Case Development, 2013.

“SK Telecom: Going for Global Leadership” (with Theresa Cho) *Asian Case Research Journal*, 15(2): 201-251, 2011.

## Teaching

*Instructor*, MGMT6010 Strategic Management (post-graduate), Singapore Management University, 2023.

- Instructor rating: 6.88/7.00
- Dean’s Honor Teaching List (postgraduate programmes), 2024

*Instructor*, MGMT102 Strategy (undergraduate), Singapore Management University, 2018-2024.

- Instructor rating: 6.46/7.00 (average)
- Dean’s Honor Teaching List (undergraduate programmes), 2020-2024

## Honors and Awards

LKCSB Dean’s Teaching Honor List (Post-graduate programmes)	2024
LKCSB Dean’s Teaching Honor List (Undergraduate programmes)	2020-2024
Nominated for SMU Excellent Teacher Award	2023
Nominated for SMS Knowledge and Innovation Interest Group Best Paper Award for “Resource Constraints and High Technology Capabilities”	2022
Nominated for SMU Innovative Teacher Award	2022
Winner, SMS Strategy Process Interest Group, Best Proposal Award	2020
Finalist, AOM CDC Division, Best Paper Award	2020
Outstanding Reviewer Award, AOM BPS Division	2017
Outstanding Reviewer Award, AOM BPS Division	2016
Outstanding Reviewer Award, AOM BPS Division	2015
Winner, 6th ISC Best PhD Proposal Award for “Managing Participation and Inclusion in the Strategy Process”	2015
Winner of SMS Strategy Process Interest Group Best Proposal Award for “Managing Participation and Inclusion in the Strategy Process”	2015
Nominated for SMS Best Conference Paper Prize for “Managing Participation and Inclusion in the Strategy Process”	2015
Finalist for SMS Strategy Process Interest Group Best Proposal Award for	

“*Managing Inclusion in the Strategy Process*” 2014  
Awarded “*Pass with Distinction*” in the INSEAD Strategy Comprehensive Examinations 2014

## **Service**

### **ACADEMIC**

Representative-at-large of Strategic Process Interest Group, Strategic Management Society 2020 – 2021  
S&E External Research Seminar Series Coordinator 2020 – present  
S&E Brown-bag Organizer 2017 – present

### **REVIEWER**

Ad-hoc reviewing for *Academy of Management Journal*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Organization Science*, *Journal of Management Studies*, *Californian Management Review*, *Long Range Planning*, *Business and Society*, *Strategy Science*, *Organization Studies*, *Academy of Management conferences*, *Strategic Management Society conferences*.

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