

# Dong Nghi PHAM

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## EDUCATION

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<b>ESSEC Business School</b>	<i>Cergy-Pontoise, France</i>
- Ph.D. Candidate in Management (Strategy)	(expected) 2024
- Dissertation: “Revisiting the micro-foundations of organizational learning”.	
- Committee: Maciej Workiewicz (Chair), Daniel Levinthal, Luis Rios, Ha Hoang, and Sen Chai	
- Advanced Master (MS) in Business Administration Research	2020
<b>The Wharton School, University of Pennsylvania</b>	<i>Pennsylvania, USA</i>
- Visiting Ph.D. Student in Management	2021
<b>University of Nottingham</b>	<i>Nottingham, UK</i>
- MSc in Business & Management	2017
- BSc (Hons) in Management Studies	2016
<b>International University, Vietnam National University</b>	<i>Ho Chi Minh City, Vietnam</i>
- Transfer program, BA in Business Administration	2014

## RESEARCH INTERESTS

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My research focuses on the micro-foundations of organizational learning. I study how organizations evolve and adapt to technological and market changes, with the diverse and conflicting knowledge and interests of their members being both the catalysts and the obstacles for this collective decision-making process. In my dissertation, I examine how intra-organizational learning shapes and is shaped by (1) employee turnover, (2) organizational structure, (3) remote work, and (4) power and coalitional dynamics among organizational actors. Because of the complex and emergent nature of these questions, I employ computational modeling as my primary research method, along with a particular enthusiasm for machine-learning approaches.

## WORKING PAPERS

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1. **Pham, D.N.**, Rios, L., and Workiewicz, M. “*When Do Firms Learn by Hiring: How Complexity Moderates the Effect of Knowledge Distance*” – First round R&R at Strategic Management Journal.
2. Levinthal, D.A., and **Pham, D.N.** “*Bring Power Back In: The Role of Politics in Organizational Adaptation*” – Under second round review at Organization Science.
3. **Pham, D.N.**, Rios, L., and Workiewicz, M. “*Remote Access Memories: How Remote Work Will Impact Organizational Learning and What Firms Can Do About It*” – *Reject and Resubmit* at Organization Science.

## WORK IN PROGRESS

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4. **Pham, D.N.**, and Levinthal, D.A. “*Political Coalition and Organizational Adaptation*” – Model development.
5. **Pham, D.N.**, Posen, H., and Workiewicz, M. “*Balancing Exploration and Exploitation: A machine-learning review and integrative framework of organizational exploration*” - Result analysis.

## ACADEMIC SERVICE AND MEMBERSHIPS

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- **Co-organizer:**
  - PDW on Using Computational Models in Behavioral Strategy Research, *AOM 2023*, Boston, MA (2023).
    - o Panelists: Jerker Denrell, Dan Levinthal, Hart Posen, Marlo Raveendran, Michael Ryall.
  - Theoretical Organizational Models (TOM) Society Doctoral Research Brownbag Series.

- **Invited Conference Presentations:**
  - *Organizational Design for Remote Work*, CSOL 2023, Warth-Weiningen, Switzerland.
  - *Power & Adaptation*, Track P on Behavioral Strategy, SMS 2023, Toronto, Canada (scheduled).
  - *Power & Adaptation*, Symposium on Goals & Decision-making, AOM 2022, Seattle, WA.
  - *Remote Work & Organizational Learning*, Session on Simulation Studies, AOM 2022, Seattle, WA.
  - *Learning by Hiring*, Session on Inventor Mobility, AOM 2022, Seattle, WA.
  - *Bring Power back in*, Session on Power and Learning, CSOL 2022, Pacific Grove, CA.
  - *Learning by Hiring in the face of Complexity*, SMS 2020, Virtual.
- **Seminar Presentations:**
  - Theoretical Organizational Model Society Research Brownbag (2021, 2022).
  - ESSEC Research Bootcamp (Cergy 2021, Paris 2023), ESSEC Management Department's MOS Seminar (2021), ESSEC Student Research Seminar (2020, 2021, 2022).
- **Reviewer** for AOM Annual Conferences (since 2020), AIB Annual Conference (2019).
- **Ad-hoc reviewer** for Journal of Organizational Design (2021, 2022).
- **Participant** of Strategy Science Doctoral Workshop (2021), TOM Summer School (2021), CSOL summer school (2022), **Teaching Assistant** for TOM Summer School (Cambridge, MA, 2023).
- **Member** of Academy of Management, Carnegie School of Organizational Learning, Strategic Management Society, Theoretical Organizational Models Society.

## TEACHING

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- **Course Instructor:**
  - Core course on *Strategy and Management*, Master in Management (MIM) program, ESSEC (2022-2023).
  - Three sections (25 hours each), teaching rating: 4.0, 4.1, and 4.3 (over a 5.0 scale).
- **Teaching Assistant:**
  - *Strategy in the Age of AI*, MIM program, ESSEC (2022).
  - *Strategy and Management*, MIM program, ESSEC (2022).
  - *Fundamental of Strategy*, SMIB program, ESSEC (2020).
  - *Principles of Marketing*, 2 courses, BA, International University-VNU, Vietnam (2012).

## ACADEMIC HONORS AND AWARDS

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- 2021: Winner of the CY mobility grant for international research visits.
- 2018: Full scholarship for MS and PhD programs, granted by ESSEC Business School.
- 2017: Winner of “The Best Overall Performance on the MSc Business and Management programmes”, awarded by Nottingham University Business School.
- 2016: Winner of ASEAN Masters’ Scholarship, Nottingham University Business School MSc Merit Scholarship, and Nottingham Alumni Scholarship.
- 2015: Winner of Nestle Prize for “The Best Management Student in Year Two”, awarded by Nottingham University Business School.
- 2011-2013: Winner of Business School Merit Awards for the Best GPA Performance, for 4 consecutive semesters from 2011 to 2013, awarded by Ho Chi Minh International University.
- 2011: Winner of Scholarship for students with the highest results in the University Entrance Exam, awarded by Vietnam National University Ho Chi Minh City.

## SKILLS

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- Computational Modelling (programming language: Python).
- Natural Language Processing: Text Mining, Topic Modelling, Word Embedding.
- Optimization with Genetic Algorithm, Distributed Multiprocessing on large computer clusters.
- Machine Learning (Scikit-Learn), Network Analysis.

## REFERENCES

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**Maciej Workiewicz (Chair)**

Associate Professor of Management  
ESSEC Business School  
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**Luis Rios**

Assistant Professor of Strategic Management  
Krannert School of Management, Purdue University  
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**Sen Chai**

Associate Professor of Strategy & Organization  
Desautels Faculty of Management, McGill University  
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