

Niranjan S. Janardhanan

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ACADEMIC EXPERIENCE

London School of Economics and Political Science	London, UK
Assistant Professor in Management	2018-present

Indian School of Business	Hyderabad, India
Research Associate, Organizational Behavior, Center for Emerging Markets	2012-13

EDUCATION

University of Texas at Austin	Austin, TX, USA
PhD, Management (Organizational Behavior)	2018
MS, Management (Organizational Behavior)	2015

Indian School of Business	Hyderabad, India
Post Graduate Program in Business (Strategy & Leadership)	2010

National University of Singapore	Singapore
MSc, Electrical Engineering	2007
BEng, Electrical Engineering (Minor: Materials Science, Engineering)	2005

JOURNAL PUBLICATIONS

Janardhanan, N. S., Lewis, K., Stevens, C. K., & Reger, R. K. 2020. Getting to know you: Motivating cross-understanding for improved team and individual performance. *Organization Science*, 31(1): 103-118.

Sinha, R., **Janardhanan, N. S.**, Greer, L. L., Conlon, D. E., & Edwards, J. R. 2016. Skewed task conflicts in teams: What happens when a few members see more conflict than the rest? *Journal of Applied Psychology*, 101(7):1045-1055.

MANUSCRIPTS IN PREPARATION

[^] graduate student at start of project; * indicates equal contribution

Janardhanan, N. S., Bindl, U., & Stride, C. Emotional culture and employee voice during crisis.

Janardhanan, N. S., Zhang, S., Jia, J., Gray, S., & [^] Jiao, Y. Founding teams, and startup identity and ambidexterity.

Janardhanan, N. S., Reaney, R., [^] Spriha, Y., & [^] Sonal, R. Identity work during crisis.

Bartel, C. A., **Janardhanan, N. S.**, & Burris, E. R. Employee voice in teams.

Bartel, C. A., Martins, L. L., **Janardhanan, N. S.**, & Howell, T. M. Antecedents of team identification.

RESEARCH IN PROGRESS

^ graduate student at start of project

With Martins, L. L. Manager identity and managerial performance.
With Schabram, K. & Srinivas, S. Claimed identities and work-orientations.
With Bindl, U. Disruptive socio-political events, multiple identities, and well-being.
With ^ Weisman, H. & Howell, T. Gendered voice assistant technology.
With ^ Alia, S., & Ali, F. Identity choice and brand evaluation.
With ^ Awan, A. Dispossession and identity construction amidst uncertainty.
With ^ Spriha, Y., Howell, T., & Parke, M. Manager perceptions of subordinates' silence.
With Lombardi, S., & Derfler-Rozin, R. Leader moral identity and group behavior.
With ^ Sonal, R. Identity construction process among social media influencers.

ACADEMIC AWARDS AND HONOURS

LSE Student Union Awards – Nominated in 3 categories: Mentoring and personal development; Inspirational teaching; and Exceptional teaching in an unprecedented year	2020-21
LSE Department of Management Annual Contribution Reward	2020, '21
LSE Department of Management Top 10 Teachers	2019, '20, '21
Alvah H. Chapman Jr. Outstanding Dissertation Award (Runner-Up)	2019
Amity University Emerging Global Academic Excellence Award	2019
Teaching and Learning Development Fund Research Grant	2019-20
University of Texas at Austin Graduate School Continuing Fellowship	2017-18
Center for Leadership and Ethics Research Grant	2017
Nominated: Fred Moore Teaching Excellence Award	2016-17
Academy of Management OB Division Best Reviewer Award	2016
University of Texas at Austin Graduate School Continuing Fellowship	2016
University of Texas at Austin Graduate School Summer Fellowship	2015-16
Herb Kelleher Center for Entrepreneurship Sponsorship	2014
McCombs School of Business Dean's Fellowship	2013-15

ACADEMIC SERVICE

Journal Reviewing

Journal of Applied Psychology (2020—)
Organization Science (2016)
Journal of Organizational Behavior (2021—)
International Journal of Conflict Management (2021—)
Journal of Cross-Cultural Psychology (2019—)

Conference Reviewing and Board Membership

OB and MOC divisions, Academy of Management Annual Meeting (2014—)
Interdisciplinary Network of Groups Researchers conference (INGRoup, 2015—)
Board Member, INGRoup (2016-17)

PhD Programme Director, OB Area, LSE Dept. of Management (2020-21)

SYMPOSIA AND PANELS CHAIRED

Schölmerich, F., **Janardhanan, N. S.**, & Isaakyan, S. Impact of faultlines on individual perspectives and behaviors in teams. *Academy of Management Meeting*, 2017. Atlanta, GA.

Wang, S. C., & **Janardhanan, N. S.** Making teams meaningful: Deriving meaning from divergent individual experiences in teams. *Academy of Management Meeting*, 2016. Anaheim, CA.
MOC Showcase Symposium

Janardhanan, N. S., & Bartel, C. A. Individual perspectives and emergent team information processes. *Academy of Management Meeting*, 2015. Vancouver, Canada.

REFEREED CONFERENCE PRESENTATIONS

[^] indicates graduate student co-author; * presenter

Janardhanan, N. S., Zhang, S., Jia, J., Gray, S., & [^] Jiao, Y. Impact of founding team founder and professional identification on startup identity conflict and ambidexterity. *Academy of Management Meeting*, 2021.

Janardhanan, N. S., Bindl, U., & Stride, C. Emotional culture, perceived respect, and employee voice during a crisis: A social identity perspective. *Academy of Management Meeting*, 2021.

[^] Weisman, H., & **Janardhanan, N. S.** Gendered voice assistants and perceptions of instant help. *Academy of Management Meeting*, 2020.

[^] Spriha, Y. & ***Janardhanan, N. S.** Gender identity and participation in inclusion initiatives. *INGRoup Conference*, 2020.

Sahoo, M. B., ***Janardhanan, N. S.**, & Srinivas, E. S. Gendered perceptions of extra-role behaviors and team inclusion and exclusion. *INGRoup Conference*, 2019. Lisbon, Portugal.

***Janardhanan, N. S.** Multiple identities and job insecurity amidst technological advancements. *Society for Personality and Social Psychology Conference*, 2019. Portland, OR.

*Schölmerich, F., Isaakyan, S., & ****Janardhanan, N. S.** Diversity and voice in teams.
**Academy of Management Meeting*, 2017. Atlanta, GA.
***INGRoup Conference*, 2017. St. Louis, MS.

***Janardhanan, N. S.** & Martins, L. L. Manager influence on employee ideas. *Academy of Management Meeting*, 2016. Anaheim, CA.

***Janardhanan, N. S.**, **Lombardi, S., & Han, S. TMT boundary spanning and decision-making.
***Academy of Management Meeting*, 2015. Vancouver, Canada.
**INGRoup Conference*, 2015. Pittsburgh, PA.
***European Academy of Management Meeting*, 2015. Warsaw, Poland.

- ***Janardhanan, N. S.** Employee voice behavior in teams.
Academy of Management Meeting, 2015, Vancouver, Canada. (With C. Bartel, E. Burris)
INGroup Conference, July 2014, Raleigh, NC.
- ***Janardhanan, N. S.** & Lewis, K. Cross understanding in teams.
Organization Science Winter Conference, 2015, Park City, UT. (With Martins L. L.)
Academy of Management Meeting, 2014, Philadelphia, PA. (With Stevens C. K.)
INGroup Conference, 2014, Raleigh, North Carolina.
Strategic Management Society, 2014, Copenhagen, Denmark.
- Sinha, R., ***Janardhanan, N. S.**, & **Greer, L. L. Asymmetric conflicts in teams.
 ***International Association for Conflict Management*, 2014, Leiden, Netherlands.
 **Society for Industrial Organizational Psychology Conference*, 2013, Houston, TX.
 **Society for Personality and Social Psychology Conference*, 2013, New Orleans, LA.

INVITED PRESENTATIONS

Impact of manager gender on employee idea quality 2019

Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands
Groningen University, Groningen, Netherlands
Judge Business School, University of Cambridge, Cambridge, United Kingdom
Indian School of Business, Hyderabad, India

Manager identity prominence and managerial performance 2017

Indian School of Business, Hyderabad, India
University of Western Australia, Perth, Australia (virtual)
Hong Kong Baptist University, Hong Kong
McGill University, Montreal, Canada
London School of Economics, London, United Kingdom
Hong Kong University of Science and Technology, Hong Kong
City University of Hong Kong, Hong Kong
ESSEC, Paris, France
Bocconi University, Milan, Italy

BOOK CHAPTERS, OTHER PUBLICATIONS, AND MEDIA MENTIONS

Sinha, R., **Janardhanan, N. S.**, Greer, L. L., Conlon, D. E., & Edwards, J. R. 2016. Skewed task conflicts in teams.

Stanford Business: <https://www.gsb.stanford.edu/insights/do-you-have-contrarian-your-team>

Business News Daily: <http://www.businessnewsdaily.com/8594-dissenting-voice-teamwork.html>

People Matters: https://www.peoplesmatters.in/article/employee-engagement/dealing-devils-advocate-your-team-13358?utm_source=peoplesmatters&utm_medium=interstitial&utm_campaign=learnings-of-the-day

Shah, M. N., & **Janardhanan, N. S.** 2012. Student heterogeneity and leadership training: Designing project management pedagogy for maximum learning impact. *Journal of Project, Program and Portfolio Management*, 3, 28-38.

Wawra, C., & **Janardhanan, N. S.** 2011. A systemic approach to organizational development. In S. Ramnarayan & T. V. Rao (Eds.), *Organizational Development: Accelerating Learning & Transformation*, Sage Publications.

TEACHING EXPERIENCE

London School of Economics and Political Science	London, UK
<i>Organisational Behaviour</i>	
Global Masters in Management, 2020-present **	4.7/5.0
MSc-Social Innovation and Entrepreneurship, 2019-present **	4.7/5.0
PhD Seminar, 2021	-
MSc-Human Resources & Organisations, 2018 **	4.7/5.0
<i>Global Management Practice</i> , Global Masters '19 **	4.7/5.0
** Recognition: Top-10 teachers in the department, '18-'19, '19-'20, '20-21	
University of Florence, Department of Economics & Management	Florence, Italy
<i>Qualitative Methods workshop</i> for MSc and PhD students, '20	-
University of Texas, McCombs School of Business	Austin, USA
<i>Organizational Behavior</i> , BBA, '16	4.4/5.0
National Institute for Construction Management & Research (NICMAR)	Pune, India
<i>Leadership</i> (MS-Real Estate & Urban Infrastructure Management), '12	-

CORPORATE EXPERIENCE AND SERVICE

Full-time Corporate Experience

HSBC. Project Manager, Change Delivery. Hyderabad, India	2010-12
Doujak Corporate Development. Junior OD Consultant. Vienna, Austria	2010-11
Avago Technologies. Senior Engineer, Product Integration. Singapore	2008-09
Chartered Semiconductors. Engineer, Process Integration. Singapore	2005-08

Advisory Experience

Savage Macbeth , Conflict resolution. London, United Kingdom	2020-present
Dhan Foundation , HR Advisory Council. Madurai, India	2018-19