

# Niranjan S. Janardhanan

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## ACADEMIC EXPERIENCE

<b>London School of Economics and Political Science</b> Assistant Professor in Management	London, UK 2018-present
<b>Cambridge University Judge Business School</b> , <i>Visiting Associate (Fall '24-present)</i> <b>King's College London Business School</b> , <i>Visiting Research Fellow (Spr '22)</i>	Cambridge, UK London, UK
<b>Indian School of Business</b> <i>Research Associate, OB, Emerging Markets</i>	Hyderabad, India 2012-13

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## EDUCATION

<b>University of Texas at Austin</b> PhD, Management (Organizational Behavior) MS, Management (Organizational Behavior)	Austin, TX, USA 2018 2015
<b>Indian School of Business</b> Post Graduate Program in Business (Strategy & Leadership)	Hyderabad, India, 2010
<b>National University of Singapore</b> MSc, Electrical Engineering BEng, Electrical Engineering (Minor: Materials Science, Engineering)	Singapore 2007 2005

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## JOURNAL PUBLICATIONS (<sup>^</sup> Doctoral students at project start)

- <sup>^</sup> Shukla, J., Stein, C., Bush, J., & **Janardhanan, N. S.** 2025. Should I do this? Incongruence in the face of conflicting moral and role expectations. *Human Resource Management Review*, 34(2).
- \* Sahoo, M., \* **Janardhanan, N. S.**, & Ekkirala, S. 2023. Team ties, embeddedness, and turnover intentions: Integrating social networks and field theory. *Small Group Research*, 53(3), 417-456.
- 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.

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## MANUSCRIPTS UNDER REVIEW (<sup>^</sup> Doctoral students at project start; \* Shared lead authorship)

- <sup>^</sup> Awan, M. A., & **Janardhanan, N. S.** Sustained effort amid exploitation. 2<sup>nd</sup> R&R: *Administrative Science Quarterly*.  
Winner: Academy of Management 2023 Carolyn B. Dexter Award for Best International Paper  
Nominee: Academy of Management 2023 MOC Best Paper Award
- Faraji-Rad, A., **Janardhanan, N. S.**, & Alia, S. Identity choice. 2<sup>nd</sup> R&R: *Journal of Consumer Research*
- <sup>^</sup> \* Sonal, R., \***Janardhanan, N. S.**, & Hollensbe, E. Identity and image. 1<sup>st</sup> R&R *Academy of Management Journal*  
Winner: Academy of Management 2025 MOC Denny Gioia Award for Best Qualitative Paper  
Nominee: Academy of Management 2025 Carolyn B. Dexter Award for Best International Paper  
Winner: British Academy of Management 2024 Best Paper
- Bindl, U., **Janardhanan, N. S.**, & Stride, C. Emotions, employee voice. *Under review: Journal of Management Studies*

## RESEARCH IN PROGRESS

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<sup>^</sup> *Doctoral students at project start*

*Target: Human Relations Special issue on “Humanness in the age of AI”*

<sup>^\*</sup> Weisman, H., \* **Janardhanan, N. S.**, & Howell, T. Digital voice assistants and spillovers of help expectations.

Emery, C., <sup>^</sup> Kloeden, A., Henningsen, L., Peters, K., & **Janardhanan, N. S.** How AI images shape leader identities.

*Manuscript preparation*

**Janardhanan, N. S.**, Zhang, S., Jia, J., Gray, S., Chattopadhyay, P., & <sup>^</sup> Jiao, Y. Identity conflicts in founding teams.

**Janardhanan, N. S.**, Madhavan, S., Satyavageeswaran, P., & Ponnappan, V. Leadership transience and team elasticity.

Howell, T., **Janardhanan, N. S.**, & Longmire, N. Outcomes of employee voice behavior.

*Ongoing Projects*

**Janardhanan, N. S.**, Phillips, C., & Nandkeolyar, A., Creative identities and boundary-spanning in innovation teams.

**Janardhanan, N. S.** & Thatcher, S. M. B. Agency in team boundary management.

Soane, E., Aufegger, L., Bicknell, C., <sup>^</sup> Awan, M. A. & **Janardhanan, N. S.** Team conflict and decision-making.

<sup>^</sup> Sonal, R., **Janardhanan, N. S.**, & Coyle-Shapiro, J. Image discrepancies and relationship crafting with supervisors.

<sup>^</sup> Musso, C., **Janardhanan, N. S.**, Kappes, A., <sup>^</sup> Sonal, R. Adapting to or working around AI interactions.

Oc, B., Phillips, C., & **Janardhanan, N. S.** Leaders, identity, and AI. *Grant abstract accepted, proposal in preparation*

## RESEARCH FUNDING AND GRANTS AWARDED

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Research Infrastructure and Investment Funds (LSE): **£ 2,395.** Janardhanan, N. S. Identity choice. 2025.

Research Infrastructure and Investment Funds (LSE): **£ 8,480.** Janardhanan, N. S. Understanding self-enhancement processes and identity conflicts in organizations. 2023.

Booster Grant towards ESRC grant application (City University, London): **£ 3,500.** With Kappes, A. (PI), <sup>^</sup> Zapico, C. M., Nussberger, A., & Savulescu, J. The hidden costs of artificial intelligence. 2022.

Research Infrastructure and Investment Funds (LSE): **£ 5,000.** Janardhanan, N. S. (PI) & Awan, M. A. Dispossession and Agency: Work identity and livelihood construction among residents of informal urban settlements. 2021.

Research Infrastructure and Investment Funds (LSE): **£ 18,735.** Janardhanan, N. S., & Bindl, U. (Co-PIs) Employee identity and proactive behaviors during impending crisis. 2020.

Research Infrastructure and Investment Funds (LSE): **£ 8,400.** Janardhanan, N. S. (PI), & <sup>^</sup> Spriha, Y. Gender-based perceptions and employee voice behavior. 2019.

Teaching & Learning Development Fund (LSE) Research Grant: **£ 750.** Janardhanan, N. S., & Reaney, R. (Co-PIs) Professional identity re-construction during crisis. 2019.

Center for Leadership & Ethics (UT) Research Grant: **\$ 4,275.** Janardhanan N. S. (PI) Manager identity and managerial performance. 2017.

Herb Kelleher Center Innovation & Entrepreneurship (UT) Grant: **\$ 1,500.** Martins, L. L. (PI) & Janardhanan, N. S. (Co-I) Dyadic diversity and employee voice behavior. 2015.

## ACADEMIC AWARDS AND HONOURS

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Nominated: Carolyn Dexter Award for Internationalization of AOM (with R. Sonal & E. Hollensbe)	2025
MOC Division Denny Gioia Best Qualitative Paper Award (with R. Sonal & E. Hollensbe)	2025
Academy of Management MOC Division Best Reviewer Award	2023
Carolyn Dexter Award for the Internationalization of AOM (with M. A. Awan)	2023
Nominated: MOC Division Best Paper Award	2023
LSE Excellence in Education Award	2020-21
LSE Student Union Awards – Nominated in 3 categories: Mentoring and personal development; Inspirational teaching; and Exceptional teaching in an unprecedented year	2020
LSE Department of Management Annual Contribution Reward	2019
Runner-Up: Alvah H. Chapman Jr. Outstanding Dissertation Award	2019
Amity University Emerging Global Academic Excellence Award	2019

University of Texas at Austin Graduate School Continuing Fellowship	2017-18
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
McCombs School of Business Dean's Fellowship	2013-15

## **ACADEMIC SERVICE**

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### **Journal Reviewing**

Administrative Science Quarterly (2025—)  
 Academy of Management Journal (2023—)  
 Academy of Management Review (2022—)  
 Organization Science (2016, 2025—)  
 Journal of Applied Psychology (2020-22)  
 Journal of Management (2025-26)  
 Journal of Organizational Behavior (2021-23)  
 International Journal of Conflict Management (2021-25)

### **Conference Reviewing and Board Membership**

MOC division, Academy of Management Annual Meeting (2014—); Best Reviewer (2025)  
 OB division, Academy of Management Annual Meeting (2014-20); Best Reviewer (2016)  
 Interdisciplinary Network of Groups Researchers conference (INGRoup, 2015-24)  
 MOC Representative-at-Large (2022-25); Conducted Reviewing in the Rough workshop (2022-25)  
 Board Member, INGRoup (2016-17)

### **PhD Student Advising, Immediate Placement**

Rashi Sonal: Year 2 Paper (2021-22), Dissertation Co-Chair (2022-25), LSE Fellow  
 Aqeel Awan: Year 2 Paper (2022-23), Dissertation Co-Chair (2023—), Nanyang Technological University  
 Sidra Liaqat (PhD from University of Barcelona): Dissertation External International Commendation (2025)  
 Tanya Alaaldin: PhD Dissertation Proposal Internal Examiner (2025)

### **Pre-PhD Advising: Research Assistants (Year) and their Immediate Placement**

Yasha Spriha (2019-20), PhD student in OB, University of Maryland  
 Manveen Kaur (2020-21), Social Impact Consultant, Deloitte  
 Sage Lancaster (2021-22), Sustainability Account Manager, Junee sustainability consultancy  
 Tuo Liu (2022-23), PhD student in OB, Boston College  
 Sankirtana Kumar Tharamel (2022-24), ESG Fellow, AccountAbility sustainability consultancy  
 Supriya Madhavan (2023-24), PhD student in OB, ESSEC Business School

**MSc Advising (Masters' Theses):** MSc Social Innovation & Entrepreneurship students 2019-present

## **INVITED PRESENTATIONS**

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<b>Role of Audiences in Identity and Image Formation</b>	2025-26
<i>University of Michigan, Ann-Arbor, MI, USA</i>	
<i>INSEAD, Fontainebleu, France</i>	
<i>Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands</i>	
<i>IESE, Barcelona, Spain</i>	
<i>George Mason University, Fairfax, VA, USA</i>	
<b>Digital voice assistants and interpersonal expectation spillovers</b>	2025
<i>Carnegie Mellon University (Heinz School), Pittsburgh, PA, USA</i>	

<b>Transient Leadership</b> <i>University of Exeter, Exeter, UK</i> <i>Indian Institute of Management, Udaipur, India</i>	2025
<b>Sustained effort amid exploitation</b> <i>Judge Business School, University of Cambridge, Cambridge, UK</i> <i>City University of Hong Kong, Hong Kong</i>	2024-25
<b>Emotional validation and performance</b> <i>Brigham Young University, Provo, UT, USA</i> <i>University of Illinois, Chicago, IL, USA</i>	2022-23
<b>Multiple identification in founding teams, identity conflict, and ambidexterity</b> <i>King's College London Business School, London, UK</i> <i>Rice University, Houston, USA</i> <i>Leeds University Business School, Leeds, UK</i>	2022-23
<b>Identity choice</b> <i>Indian Institute of Management, Udaipur, India</i>	2021-22
<b>Impact of manager gender on employee idea quality</b> <i>Judge Business School, University of Cambridge, Cambridge, UK</i> <i>Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands</i> <i>Groningen University, Groningen, Netherlands</i> <i>Indian School of Business, Hyderabad, India</i>	2018-19
<b>Manager identity prominence and managerial performance</b> <i>Hong Kong University of Science and Technology, Hong Kong</i> <i>McGill University, Montreal, Canada</i> <i>London School of Economics, London, UK</i> <i>Bocconi University, Milan, Italy</i> <i>ESSEC, Paris, France</i> <i>Indian School of Business, Hyderabad, India</i> <i>City University of Hong Kong, Hong Kong</i> <i>Hong Kong Baptist University, Hong Kong</i> <i>University of Western Australia, Perth, Australia (virtual)</i>	2017-18

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## **SYMPOSIA, PROFESSIONAL DEVELOPMENT WORKSHOPS, AND PANELS**

### **Symposia**

Janardhanan, N. S., & Jonassen, Z. 2026. Hidden in plain sight: The benefits and limits of concealment on team creativity. AOM, Philadelphia, USA.

#### **MOC Showcase Symposium**

Janardhanan, N. S., & Sonal, R. 2023. Putting worker identity front and center: Identity construction beyond the organizational scaffold. AOM, Boston, USA.

#### **MOC Showcase Symposium**

#### **Finalist: MOC Best Symposium Award**

Schölmerich, F., Janardhanan, N. S., & Isaakyan, S. 2017. Impact of faultlines on individual perspectives and behaviors in teams. AOM, Atlanta, USA.

Wang, S. C., & Janardhanan, N. S. 2016. Making teams meaningful: Deriving meaning from divergent individual experiences in teams. AOM, Anaheim, USA.

#### **MOC Showcase Symposium**

Janardhanan, N. S., & Bartel, C. A. 2015. Individual perspectives and emergent team information processes. AOM, Vancouver, Canada.

### **Professional Development Workshops**

Co-Organizer. Reviewing in the Rough. AOM 2023, 2024, 2025.

Facilitator. Diamonds in the Rough. AOM 2023; Cognitions in the Rough, AOM 2026.

Panelist. Conflict Management Research incubator: The microfoundations of intragroup conflict. AOM 2021.

Presenter panelist. Managing the dissertation process: A multiple identities perspective. Conflict Management Doctoral student consortium. AOM 2021.

### **REFEREED CONFERENCE PRESENTATIONS**

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With Sonal, R., & Hollensbe, E. Identity and image work.

*AOM 2025*, Copenhagen, Denmark.

**Dennis Gioia Award for Best Qualitative Paper**

**Finalist: Carolyn B. Dexter Award for the Internationalization of the Academy**

With Schabram, K., & Srinivas, S. Gender desegregation, gendered language, and income inequality.

Wharton OB Conference 2023, Philadelphia, USA.

*AOM 2023*, Boston, USA.

With Awan, A. Identities and livelihood construction amid multiple precarity.

*AOM 2023*, Boston, USA.

**Carolyn B. Dexter Award for the Internationalization of the Academy**

**Finalist: Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition.**

*POS 2022*, Ann Arbor, USA.

With Nandkeolyar, A. & Phillips, C. Team ties, cognitive processes, and innovation.

*Network Science in Management 2022*, Ahmedabad, India.

With Bindl, U., & Stride, C. Respect and employee voice amid uncertainty. *AOM 2022*, Seattle, USA.

With Reaney, R., Spriha, Y., & Sonal, R. Professional identity work in crisis. *POS 2022*, Ann Arbor, USA.

With Zhang, S., Jia, J., Gray, S., & Jiao, Y. Multiple identification and conflict in startup teams. *AOM 2021*.

With Weisman, H. Gendered voice assistants and perceptions of instant help. *AOM 2020*, virtual. *Organization Science Special Issue Conference*, 2019, Santa Barbara, USA.

With Sahoo, M., & Srinivas, E. Gender, OCB, and team inclusion. *INGroup 2019*. Lisbon, Portugal.

Multiple identities and job insecurity amid technological advancements. *SPSP 2019*. Portland, USA.

With Howell, T., Bartel, C., & Martins, L. Team identification: A meta-analysis. *AOM 2016*. Anaheim, USA.

With Lombardi, S., & Han, S. TMT boundary spanning and decision-making. *AOM 2015*. Vancouver, Canada.

*INGroup 2015*. Pittsburgh, USA.

Employee voice behavior in teams. *AOM 2015*. Vancouver, Canada. *INGroup 2014*, Raleigh, USA.

With Lewis, K. Cross understanding in teams. *Organization Science Winter Conference*, 2015, Park City, USA. (With

Martins L.). *AOM 2014*, Philadelphia, USA. (With Stevens C.). *INGroup 2014*, Raleigh, USA. *SMS*

*Microfoundations 2014*, Copenhagen, Denmark.

With Sinha, R. & Greer, L. L. Asymmetric conflicts in teams. *SIOP 2013*, Houston, USA.

### **BOOK CHAPTERS, OTHER PUBLICATIONS, AND MEDIA MENTIONS**

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**Janardhanan, N. S.** 2025. When values and expectations collide: Moral incongruence in workplaces. *Forbes*. [Link](#)

**Janardhanan, N. S.**, Lewis, K., Stevens, C. K., & Reger, R. K. 2021. Cross-understanding will help complex and diverse teams achieve mutually agreeable solutions. *LSE Business Review*. [Link](#)

**Janardhanan, N. S.** 2021. Social stewardship can help managers identify novel solutions amidst the COVID-19 crisis. *LSE Business Review*. [Link](#)

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

Stanford Business, 2015: [Link](#); People Matters, 2016: [Link](#)

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

<b>Post Graduate Certification in Higher Education</b>		2022
<b>London School of Economics and Political Science</b>	(years)	
Organisational Behaviour (PhD Seminar)	21-26	-
Global Leadership (Global Masters in Management, CEMS)	19*, 26	Avg. 4.8/5
Survey Methods (PhD Seminar)	20, 21 <sup>§</sup> , 22	-
Organisational Behaviour (Global Masters in Management)	21*, 22, 23, 24*, 25	Avg. 4.7/5
Organisational Behaviour (Social Entrepreneurs)	19*, 20, 21*, 22*, 23	Avg. 4.7/5
Leadership in Organisations (Summer School)	21-25	4.8/5
Methods workshop (Qualitative / Quantitative) (MSc SIE Dissertation)	19*, 20, 25-26	-
Organisational Behaviour (Human Resources & Organisations)	18*	4.7/5
	* Top-10 Teachers in department § Best Teaching Team award	

### London Business School

Leading Teams and Organizations (MBA, MiF) 25, 26 4.7/5

### University of Texas, McCombs School of Business

Organizational Behavior (BBA) 16 4.4/5

### National Institute for Construction Management & Research

Leadership (MS: Real Estate, Urban Infrastructure Mgmt.) 12 -

## CORPORATE EXPERIENCE AND CONSULTING

<b>HSBC.</b> Project Manager, Change Delivery. Hyderabad, India	2010-12
<b>Doujak Corporate Development.</b> Junior OD Consultant. Vienna, Austria	2010-11
<b>Avago Technologies.</b> Senior Engineer, Product Integration. Singapore	2008-09
<b>Chartered Semiconductors.</b> Engineer, Process Integration. Singapore	2005-08
<b>Basic Healthcare Services &amp; IIM Center for Healthcare,</b> Udaipur, India	2022-present
<b>Savage Macbeth,</b> Negotiations, London, UK	2020-21
<b>Dhan Foundation</b> (HR Advisory Council) Madurai, India	2018-19