

# Niranjan S. Janardhanan

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## ACADEMIC EXPERIENCE

<b>London School of Economics and Political Science</b>	London, UK
Assistant Professor in Management	2018-present
<b>Indian School of Business</b>	Hyderabad, India
Research Associate, Organizational Behavior, Center for Emerging Markets	2012-13

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## EDUCATION

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

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## 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.

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## MANUSCRIPTS IN PREPARATION

<sup>^</sup> 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., & <sup>^</sup> Jiao, Y. Founding teams, and startup identity and ambidexterity.

**Janardhanan, N. S.**, Reaney, R., <sup>^</sup> Spriha, Y., & <sup>^</sup> 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

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<sup>^</sup> *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 <sup>^</sup> Weisman, H. & Howell, T. Gendered voice assistant technology.  
With <sup>^</sup> Alia, S., & Ali, F. Identity choice and brand evaluation.  
With <sup>^</sup> Awan, A. Dispossession and identity construction amidst uncertainty.  
With <sup>^</sup> Spriha, Y., Howell, T., & Parke, M. Manager perceptions of subordinates' silence.  
With Lombardi, S., & Derfler-Rozin, R. Leader moral identity and group behavior.  
With <sup>^</sup> Sonal, R. Identity construction process among social media influencers.

## ACADEMIC AWARDS AND HONOURS

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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

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### 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

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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**

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<sup>^</sup> indicates graduate student co-author; \* presenter

**Janardhanan, N. S.**, Zhang, S., Jia, J., Gray, S., & <sup>^</sup> 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.

<sup>^</sup> Weisman, H., & **Janardhanan, N. S.** Gendered voice assistants and perceptions of instant help. *Academy of Management Meeting*, 2020.

<sup>^</sup> 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

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|---|-------------|
| <p><b>Impact of manager gender on employee idea quality</b><br/> <i>Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands</i><br/> <i>Groningen University, Groningen, Netherlands</i><br/> <i>Judge Business School, University of Cambridge, Cambridge, United Kingdom</i><br/> <i>Indian School of Business, Hyderabad, India</i></p>   | <p>2019</p> |
| <p><b>Manager identity prominence and managerial performance</b><br/> <i>Indian School of Business, Hyderabad, India</i><br/> <i>University of Western Australia, Perth, Australia (virtual)</i><br/> <i>Hong Kong Baptist University, Hong Kong</i><br/> <i>McGill University, Montreal, Canada</i><br/> <i>London School of Economics, London, United Kingdom</i><br/> <i>Hong Kong University of Science and Technology, Hong Kong</i><br/> <i>City University of Hong Kong, Hong Kong</i><br/> <i>ESSEC, Paris, France</i><br/> <i>Bocconi University, Milan, Italy</i></p> | <p>2017</p> |

### 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](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

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<b>London School of Economics and Political Science</b>	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	
<b>University of Florence, Department of Economics &amp; Management</b>	Florence, Italy
<i>Qualitative Methods workshop</i> for MSc and PhD students, '20	-
<b>University of Texas, McCombs School of Business</b>	Austin, USA
<i>Organizational Behavior</i> , BBA, '16	4.4/5.0
<b>National Institute for Construction Management &amp; Research (NICMAR)</b>	Pune, India
<i>Leadership</i> (MS-Real Estate & Urban Infrastructure Management), '12	-

## CORPORATE EXPERIENCE AND SERVICE

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### Full-time Corporate Experience

<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

### Advisory Experience

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