

MISLAV RADIC

Postdoctoral Research Fellow
London School of Economics and Political Science
Department of Management

Education

2016- 2020 **Cass Business School, City, University of London**
PhD in Management
2015- 2016 **Cass Business School, City, University of London**
MRes in Management
2013- 2014 **Faculty of Economics and Business, University of Zagreb**
MA in Management (Magna cum Laude)
2009-2013 **Faculty of Economics and Business, University of Zagreb**
BA in Economics

Experience

2020 - current **London School of Economic and Political Sciences**
Postdoctoral Research Fellow
2015- current **World Economic Forum**
Global Shaper
2015 – 2019 **Cass Business School, City, University of London**
PhD Candidate, Teaching and Research Assistant
2014 – 2019 **Faculty of Economics and Business, University of Zagreb**
Teaching and Research Assistant

Dissertation

Exploring the Organizational Implications of Privatization

Supervisors: Davide Ravasi, Sebastien Mena, & Cliff Oswick

Examiners: Michael Smets (University of Oxford) & Daniel Beunza (Cass Business School)

Research interests

Organizational Change; CSR; Employment Relations; Organizational Identity;
Sensemaking; Hybrid Organizing; Privatization; Qualitative Research Method

Publications

- Glavas, A., & Radic, M. (2019). **Corporate Social Responsibility: An Overview from an Organizational and Psychological Perspective.** *Oxford Research Encyclopedia of Psychology.*
- Radic, M., Ravasi, D., & Munir, K., (2021). **Privatization: Implications of Public vs Private Ownership.** *Journal of Management, 47(6), 1596-1629.*

Working papers

- Radic, M., Ravasi, D., & Mena, S., **Identity Threatening Change: the Privatization of Royal Mail** (In preparation for submission to *Administrative Science Quarterly*)
- Radic, M., & Etter, M., **Frozen in Time and Within Reach: Methodological Implications of Organizational Social Media** (In preparation for submission to *Organizational Research Methods*)
- Radic, M., & Tirapani, A. **The Public Responsibility of Platform Corporations** (Nominated for best PhD student paper at EGOS conference 2019 and AOM Conference OMT Division Responsible Management Award. In preparation for submission to *Academy of Management Review*)
- Radic, M. & Stigliani I. **The Implications of Remote Working on Organizational Culture** (Work in progress. Target journal: *Academy of Management Journal*)
- Radic M. **Rethinking Privatizations: Hybrid Organizing in the Railway Sector** (Work in progress. Target journal: *Organization Science*)

Presentations at academic conferences and workshops

- Radic, M. (2016). **The Impact of Privatization on Organizational Identity and Culture.** International OFEL Conference on Governance, Management and Entrepreneurship, Dubrovnik, Croatia.
- Joint PhD Student Research Days (2017). Cass Business School, London, UK.
- Radic, M. (2017) **Privatization and Identity: Exploring the Role of History.** 33rd EGOS Colloquium Conference, Copenhagen, Denmark.
- Radic, M. (2017) **Privatization and Organizational Identity Change.** Academy of Management Annual Meeting. OMT Dissertation Proposal Workshop. Atlanta, USA.

- Radic, M. and Tipuric, D. (2017). **Privatizations and Organizations: a Review and Research Agenda**. In: BAM 2017 Conference Proceedings. British Academy of Management Conference, Warwick, UK.
- Radic, M. (2018). **Material Implications of Organizational Identity**. 4th International Workshop on Organizational and Institutional Change, University of Edinburgh Business School
- Joint PhD Student Research Days (2018). Imperial College Business School, London, UK
- Radic, M., Ravasi, D., and Mena, S. (2018) **Categorical Identity Change: the Privatization of Royal Mail**. 34th EGOS Colloquium Conference, Tallinn, Estonia.
- Radic, M., Ravasi, D., and Mena, S. (2018) **Categorical Identity Change: the Privatization of Royal Mail**. Academy of Management Journal Paper Development Workshop, Toulouse, France.
- Radic, M. (2018) **Privatization: An Organizational Change Perspective**. Strategy, Organizations and Society (SOS) International Research and PhD Workshop, Ardeche, France.
- Radic, M. and Tirapani, A. (2019). **The Public Responsibility of Platform Corporations**. 35th EGOS Colloquium Conference, Edinburgh, UK.
- Radic, M. (2019). **Categorical Identity Change: The Privatization of Royal Mail**. Academy of Management Annual Meeting. Boston, USA.

Policy and practitioner reports

2020 University Response to the Covid 19 Pandemic: Exploring the Processes and Outcomes of E-learning transformation

Policy proposal submitted to the Croatia Science Foundation call for Covid19 solutions

2020 Input Output Legitimacy for Facebook Content Governance: Oversight Board and Community Standards as Multi-Stakeholder Initiatives

Proposal submitted to Facebook's call for 'oversight board' policy solutions 2019

2019 Report on Intersectionality Pay Gap

Reports on the intersectionality of pay gaps, and run trainings to empower individuals to be more open about discussing salaries – project with the London Hub of the World Economic Forum Global Shapers Community

<https://www.londonglobalshapers.com/d-i-project>

2018 Shaping My City's Future – 4th Industrial Revolution One Stop Shop Policy

proposal to solve city issues – project with World Economic Forum

<https://www.weforum.org/projects/creating-a-multistakeholder-think-tank>

2017 The State of Croatian Football

Policy report made for FC Hajduk Split and Croatian Football Federation on the economic impact and social impact of Croatian football.

Teaching Experience

- Introduction to Management (3rd year undergraduate), Faculty of Economics and Business, University of Zagreb (2014.-2016.) – For evaluation contact prof. Mislav Ante Omazic
- Corporate Social Responsibility (MA in Management), Faculty of Economics and Business, University of Zagreb (2014.-2016.) – For evaluation contact prof. Mislav Ante Omazic
- Change Management (MA in Management), Faculty of Economics and Business, University of Zagreb (2014.-2016.) – For evaluation contact prof. Mislav Ante Omazic
- Advanced Strategic Management (3rd year undergraduate), Cass Business School, City, University of London (2018.) – For evaluation contact prof. Alessandro Giudici
- Advanced Strategy Analysis (MSc in Management), Cass Business School, City, University of London (2018.- 2019.) – For evaluation contact prof. Paolo Aversa
- Corporate Sustainability (MSc in Marketing), Cass Business School, City, University of London (2019.) – For evaluation contact prof. Sebastien Mena
- Introduction to Management (1st year undergraduate), Cass Business School, City, University of London (2019.) Average evaluation: 4.475/5.0
- Qualitative Research Methods (PhD in Management), Imperial College Business School (2019. – 2021.). Average evaluation: 4.9/5.0
- Research Methods for Entrepreneurship (MSc in Strategic Marketing), Imperial College Business School (2019.) For evaluation contact prof. Jan Ross
- Foundations of Management and Organizations (MSc in Management), London School of Economics and Political Science (2019). Average evaluation: 4.6/5.0
- Global Management Practice (MSc in Management) London School of Economics and Political Science (2020). Average evaluation: 4.7/5.0

Other academic activities

Organizer of the OMT Junior Faculty and Doctoral Student Consortium for Central Eastern Europe (2016-)

Organizer of panel symposium entitled "**Privatization in Organization Studies**" as part of the official programme of the 2018 Academy of Management Annual Meeting

PhD Student Representative at Cass Business School

Board Member of the Cass Business School Board of studies Reviewer for AOM Annual meetings (2015-)

Student Union Member at University of Zagreb (2011-2014)

Grants and Awards

ESRC Postdoctoral Research Fellowship (2020-2021)

Society for Advancement of Management Studies (SAMS) Award for Developing the Management Studies Community (2017)

University of Zagreb Small Research Grant (2017)

University of Zagreb Small Research Grant (2018)

PhD Student Fellowship, Cass Business School, City, University of London (2015-2019)

Nominated for best PhD student paper at EGOS conference (2019)

Consulting and Entrepreneurial Work

2018 Croatian Postal Bank

Develop an event to discuss "disruption" with leading academics and practitioners from the region and the world. Keynote speaker: Kamal Munir (University of Cambridge)

2018 Croatian Ministry of Education

Consulting project to help develop a regional centre for vocational education

2018 Euroconsultants International S.A.

Consulting the Croatian branch of Euro Consultants on improving their organizational culture and compensation system.

2017 Euroconsultants International S.A.

Managing EU grant: SLEEP MEDICINE - Joint Delivery of Sleep Medicine Diagnostic and Therapeutic Services in the Cross-Border Area of Southern Croatia and Western Bosnia and Herzegovina (Interreg IPA CBC Hr-Ba-Me 2014-2020)

2017 Euroconsultants International S.A.

Managing EU grant: IMPRECO - Common strategies and best practices to improve the transnational Protection of Ecosystem integrity and services (Interreg ADRION 2014-2020)

2017 E@T- Food in the Digital Age

Festival about food technology and waste- supported by the World Economic Forum Global Shapers Community

2015 Ref-Emp

A volunteer campaign to raise empathy towards refugees - supported by the World Economic Forum Global Shapers Community

2014 Honest café

A Social innovation project – Founder

References

1. Davide Ravasi

Professor of Strategy, Head of Strategy and Entrepreneurship Group University College London, UCL School of Management

Telephone: (0)20 3108 6040, Email: d.ravasi@ucl.ac.uk

2. Kamal Munir

Reader in Strategy and Policy

University of Cambridge, Judge Business School Telephone: (0)1223 337054, Email:

k.munir@jbs.cam.ac.uk

3. Sebastien Mena

Professor of Organization and Governance

Hertie School of Governance

Email: mena@hertie-school.org